



2023

Responsibility Report



About this report

We are proud to present our third comprehensive Responsibility Report, covering our environmental and social efforts.

We have created a comprehensive document that provides an annual progress update on the goals outlined in our 2025 Target Report. The data and findings shared cover the 2023 reporting period.

In the following pages, you will get to know our history, team, and WE CARE responsibility strategy. For the first

time, we are publishing comparable year-on-year data from 2021, 2022, and 2023, when available. In demonstration of our commitment to transparency, we showcase these developments, whether they be progress or regression. It is our belief that through this openness, we can celebrate our successes and collectively address challenges we have faced along the way.

→ [2025 Target Report](#)

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→ responsibility@mammut.com

Contents

About this report	2	Rental	42	Recycled polyamide	76
Letter from our CEO	4	Repair	43	Microfibers	78
About Mammut	5	Product care	44	Organic cotton	79
History	7	Close the Loop	46	Biodiversity	81
2023 Highlights	9	Leftover material	47	Product collaboration: UNLESS Collective	82
Presence	10	Animal welfare	48	Shipping & freight	83
Responsibility	12	Down & wool	49	Logistics & transportation emissions	84
Responsibility journey	14	Leather	50	Packaging	85
Responsibility governance	15	Reduced impact	51	Internal operations	86
Responsible Business Conduct	16	Climate strategy	52	Ethical production	87
Impact & approach	17	Do our best - Remove the rest	53	Production in context	88
WE CARE	18	Targets and scopes	54	Fair Wear Foundation	90
Who WE are	21	Scope 1-3	55	Due diligence approach	93
Team	22	Carbon footprint	56	Higg Facility Social and Labour Module FSLM	95
Membership associations & partners	26	Reducing CO ₂ in our Scope 1 & 2 operations	57	International Accord	96
Community engagement	27	Reducing CO ₂ in our Scope 3 activities	58	Audit Alliance for Hard Goods	97
Key partners	31	Removing the Rest: Carbon Removal	60	Worker well-being	98
Purchasing practices	32	Carbon removal partners	63	Sourcing by country for sewn goods	100
Purchasing split	33	Materials by weight and emissions	65	Country by country reporting for sewn goods	101
Supplier strategy	35	Chemical Management	67	Appendix	107
Supplier engagement	36	bluesign®	68	Materiality assessment	108
Higg Brand and Retail Module BRM	37	Higg Facility Environmental Module FEM	70	Supplementary information	110
Circularity & services	38	PFC-free	71	Glossary	112
Quality & longevity	40	Solution dyeing	74		
Material development: Dream Series	41	Recycled polyester	75		

Letter from our CEO

It is with great pride that I introduce our 2023 Responsibility Report. 2023 was significant in our ongoing journey towards becoming a more responsible and transparent company.

Since 1862, our relentless focus on product performance, quality, and durability have been cornerstones of our brand. The introduction of recycled materials in the 1970s and repair services in the 1990s were early indicators of our dedication to reducing waste and prolonging product life. Our social responsibility and the desire to protect the mountain environment have been ingrained in our DNA, motivating many of our colleagues to join and grow with Mammut.

A significant milestone in our climate strategy efforts has been a successive carbon intensity decrease over each of the past five years. This not only reflects our dedication to

environmental stewardship, but also demonstrates that we are on the right track in decoupling our emissions from our economic growth. Our strategy “do our best – remove the rest” was strengthened in 2023 through our collaboration with Climeworks and Klimate. The two leaders in the carbon removal industry helped us launch our fully decarbonized trail running collection. We also established our Responsible Business Conduct policy, further solidifying our commitment to the social dimension of sustainability.

We have paved the way to circular product offerings by working on technologies such as Loopinsulation, turning polyester waste from industrial rope production into insulation material for jackets. By continuing our partnership with Protect Our Winters, we raised our political voice, and supported young people affected by poverty, war, and displacement through our partnership with ClimbAID.

“Since 1862, our relentless focus on product performance, quality, and durability have been cornerstones of our brand.”



This report is a testament to the collective efforts and contributions of our colleagues, partners, and the broader Mammut community. It is a reflection of our journey and the strides we have made towards becoming a more responsible actor in the outdoor industry. We have come far, but there is still much to do.

Thank you for your continued support and dedication to our mission.

Rise with the mountain,

A handwritten signature in black ink, appearing to read 'H. Schäfer'.

Heiko Schäfer
Chief Executive Officer
Mammut Sports Group AG

01

About Mammut





The leading Swiss mountain brand since 1862

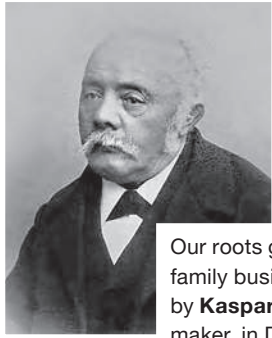
We create the highest performing mountain apparel and equipment as responsibly as possible.

Since our founding over 160 years ago, Mammut has been a global leader in mountain safety and protection. Offering a head-to-toe range, our resourcefully designed products embody our love for mountains and set the standard for quality and durability.

History

Our founder, **Kaspar Tanner**, far right, with his team in front of the original rope factory founded in 1862 in Dintikon, Switzerland.





Our roots go back to a small family business opened in 1862 by **Kaspar Tanner**, a rope maker, in Dintikon, Switzerland. Our ropes are primarily produced for agriculture.

1862



The development of the **Barryvox®** VS 86 for the **Swiss Army** begins our journey in creating tools for avalanche safety. The transceiver significantly improves the chances of being rescued if caught in an avalanche, and is later followed by our airbags, probes, and shovels.

1969



The **Eiger Extreme** collection is introduced for high alpine pursuits. Mammut athletes are heavily involved in the development process to ensure elite mountaineering needs are met. Our first recycled PET fleece is also released.

1995

We significantly increase our commitment to **environmental and social responsibility** in 2006, which includes developing a climate strategy and improving materials and working conditions.

2003

2006

Now operating in **47 countries** and employing over **850 outdoor enthusiasts** worldwide, we strive to create a legacy and world that will allow future generations to experience the spirit of adventure we enjoy today.

2022

2023



After 80 years and World War II, the company is renamed **Mammut**. Production focus shifts to ropes for mountaineering and sailing. In the 1950s, we launch the first glacier rope made from nylon yarn, which proves to be a milestone for alpine safety.



Additional hardware, apparel, and footwear are also developed, establishing our holistic approach to **mountain sports equipment**.



In 2003, the company is renamed **Mammut Sports Group AG**, as it is known today. In the early 2000s, we also acquire Norwegian sleeping bag manufacturer Ajungilak and mountain boot specialist Raichle.



We celebrated our **160th anniversary** in 2022.



MAMMUT
SWISS 1862

2023 Highlights

13,000+



repairs were made by our **in-house product care teams** and third parties

5th year



of a decrease in **carbon intensity** in relation to our revenue

International Accord and the **Bangladesh CSSP** signed



15 years



as a **Fair Wear Foundation Member**

Worker Well-Being



booklet published

1st



decarbonized Trail Running Collection

Multi-year contract with carbon removal partner, **Climeworks**



12 years



as certified as a **bluesign® SYSTEM PARTNER**

Responsible Business Conduct policy published



Global Mammut Spirit Day



Presence



66

Mammut brand, franchise,
and outlet stores across the world

47

countries of active distribution,
offering a full range of outdoor
apparel, hardware, and footwear

5M

products sold in 2023

850

employees across 8 countries



We inspire love for mountains.

We believe that everyone fortunate enough to experience mountains can see them as more than just natural features but as symbols of strength, beauty, adventure, and challenge.

They represent our highest aspirations and are the ultimate test of our abilities. Mountains inspire people to explore, overcome, and grow. They evoke a sense of respectful awe for nature and its power.

Our business is more than a provider of mountain sports equipment; we exist to inspire love for mountains.

As a community of mountain enthusiasts, we want to share our passion, products, and expertise to help others enjoy them safely and responsibly. We believe that by educating our consumers on the environmental and social issues related to mountains and how they can contribute to their conservation and protection, we can contribute to enriching people's lives and making a positive impact in the world.



02

Responsibility

Responsibility



We exist to inspire love for mountains, and we are committed to building a global brand that actively works to ensure future prosperity for people and planet.

Our corporate responsibility efforts are guided by the 2030 Sustainable Development Goals set by the United Nations General Assembly in 2015. Given the nature of our organization, we are particularly focused on the following UN goals and their implementation: Good Health and Well-Being, Clean Water & Sanitation, Decent Work & Economic Growth, Responsible Consumption and Production, Climate Action, and Partnerships for the Goals.

Within our operations, we are actively working to reduce our carbon footprint towards net-zero emissions, build an ethical supply chain, and ensure fair conditions for workers. Our approach to product artisanship ensures we use high-quality materials and responsible production processes

to create outdoor equipment that is durable, designed for repair, or which can be reentered into our increasingly circular supply chain.

Our responsibility strategy is fully embedded within our overall brand strategy, informing short and long-term decisions. As part of the effort to build accountability and transparency into our products, we established the WE CARE framework, where best-practice approaches are defined with targets for 2025. We constantly track our progress and assess our processes and actions for opportunities to improve.

Responsibility is a team effort, and as such, we aim to work and learn together with our suppliers, retailers, and wider stakeholders.

→ [Responsibility Reporting](#)



Responsibility journey



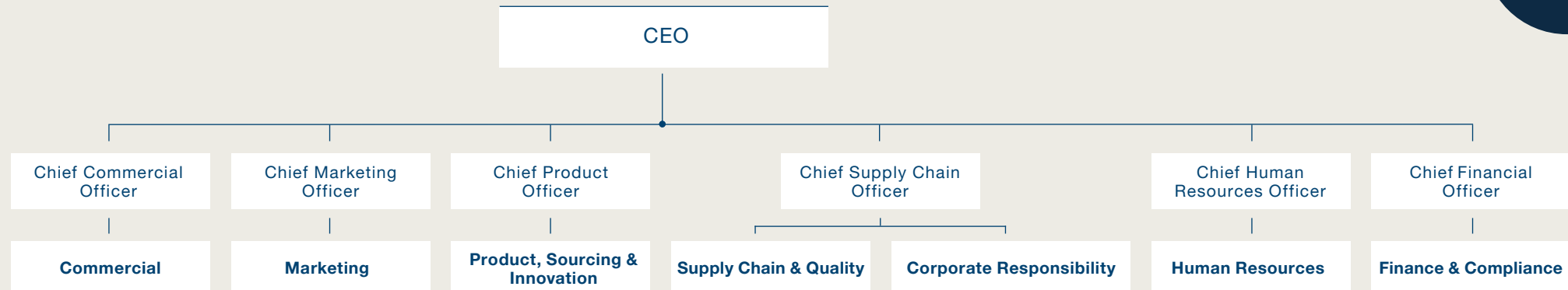
Since our founding in 1862, mountain landscapes have changed dramatically, and addressing the climate crisis through responsible business practices is a top priority for us.

Environmental and social responsibility was first defined within our strategic business agenda in 2006, but we had

already taken steps as early as 1994 to work with more sustainable materials, such as recycled polyester. In recent years, responsibility challenges in international supply chains have been addressed through collaborations with industry experts and external monitoring systems and partners, including Fair Wear Foundation, bluesign®, and The Higg Index. As a primary signatory of the UN's Fashion

Industry Charter for Climate Action in 2018, we have put the climate crisis at the top of our strategic agenda. In addition to our industry collaborations and accreditations, we engage in political discussions, such as the counterproposal for the Swiss Glacier Initiative, and we have introduced carbon removal, partnering with Climeworks in 2023.

Responsibility governance



We have a dedicated corporate responsibility team

The corporate responsibility team supports the entire organization in implementing and coordinating sustainability initiatives. The team includes four dedicated employees who are in regular exchange with team members across the organization. The Head of Corporate Responsibility is part of the extended general management team.

Our corporate responsibility team reports to the Chief Supply Chain Officer

Since 2022, the corporate responsibility team has been a part of the Supply Chain department. The team works across the organization, reporting to our Chief Supply Chain Officer (CSCO), Michael Rammelsberger, and collaborating closely with the Product, Sourcing & Innovation team. This structure ensures environmental and social issues maintain high visibility within the board, general management, and our product development.

Corporate responsibility is a collaborative commitment across our organization

Corporate responsibility cannot be tackled by one department alone; it requires every employee's commitment to translate our responsibility strategy into their daily work.

Responsible Business Conduct



In 2023, we defined our Responsible Business Conduct (RBC) in a policy document.

Our RBC is designed to comply with current and expected supply chain legislation in the countries where our products are sold. To develop our policy, we followed *OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector* provided by the Organisation

for Economic Co-operation and Development (OECD), which references the United Nations Sustainable Development Goals and the International Labour Organisation (ILO) conventions.

The policy is structured into two sections outlining our requirements, one concerning Mammut's own operations

and the other concerning our suppliers. We outline requirements for our own operations addressing:

- Human rights
- Due diligence
- Anti-corruption
- Whistleblowing
- Trade boycotts
- Animal welfare
- Chemical management
- Environment
- Fair Wear Code of Labour Practices
- Responsible Purchasing Practices

Building upon the Code of Labour Practices and Restricted Substances List all suppliers are currently required to sign before working with Mammut, an updated Code of Conduct is being developed in 2024.

→ [Responsible Business Conduct policy](#)

Impact & approach



Our products support the enjoyment of outdoor experiences all over the world. While we are incredibly proud of this, we are simultaneously aware that our business operations come with a social and environmental impact.

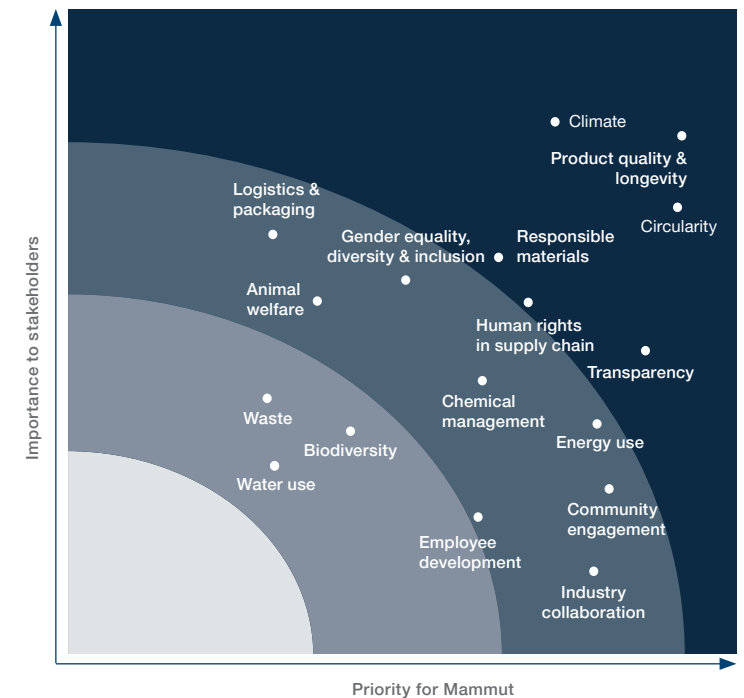
The impact of the sporting goods industry's materials, production, and logistics can be overwhelming to assess. As a result, we developed a materiality matrix to help us define our priorities through a multi-stakeholder perspective.

In the materiality matrix, topics are rated according to their priority for us as a brand as well as their importance to our stakeholders. We have identified the three primary levers as follows:

- **Decarbonizing our supply chain**, which means moving towards renewable energy in our production;
- **Making more sustainable material choices**, which means adopting lower impact materials and more efficient production processes, and;
- **Exploring more circular business models**, which means focusing on extending the quality and longevity of our products as well as expanding repair and exploring circularity projects.

With that said, all items listed are relevant and none shall be disregarded. Sustainability issues are interdependent, and improvements in one area often positively impact others. This approach represents our best judgment and is constantly reevaluated to reflect new insights, upcoming governmental intervention, the latest scientific research, as well as feedback from our customers and suppliers.

→ Data for the materiality matrix is available in the **Materiality assessment**



03 WE CARE



A person in a red and blue climbing suit is ice climbing a massive, blue glacier. The climber is positioned in the upper center of the frame, silhouetted against the bright sky. The glacier's surface is highly textured with numerous cracks and ridges. The overall color palette is dominated by various shades of blue and white, creating a sense of scale and challenge.

WE CARE

Defined in 2018, our WE CARE framework was established to ensure we continue to create the highest quality performance mountain equipment while also reaching our social and environmental targets. Split into five parts, the WE CARE strategy holds us accountable through our community and partners (WE), Circularity & services, Animal welfare, Reduced impact, and Ethical production.

The WE CARE structure and subsequent communication is continuously updated to better reflect our evolving approach. For 2023, we moved “Governance” out of the WE CARE strategy and into the “Responsibility” chapter to better reflect our organizational structure’s independence from our strategy. Our climate strategy has also been moved from the “Responsibility” chapter into “Reduced impact.” The first iteration of this report was more focused on environmental responsibility, as we published a separate *2021 Social Report*, whereas now it addresses all the

social and environmental topics we work on. No elements or commitments have been removed from our framework.

Five-year responsibility targets and key performance indicators were established within WE CARE for the design and development teams regarding products created between 2018 and 2023 and released on the market between summer 2020 and 2025. Targets going beyond 2025 are being developed in our revised WE CARE 2.0 strategy. They will be published in 2024 and included in our *2024 Responsibility Report*.



WE

Who WE are

- Team
- Memberships & partners
- Supplier strategy
- Community engagement



C

Circularity & services

- Circularity
- Quality
- Repair
- Close the Loop



A

Animal welfare

- Down
- Wool
- Leather



R

Reduced impact

- Climate strategy
- Materials
- Chemical management
- Shipping & freight



E

Ethical production

- Fair Wear Foundation
- Human rights
- Country-by-country reporting



Who WE are



Together we are stronger. We are proud of our industry collaborations, supplier relationships, and commitment to external partners and membership organizations, which collectively help us define a new status quo in apparel and equipment manufacturing.

Through initiatives such as Cascale, formerly known as the Sustainable Apparel Coalition, the European Outdoor Group (EOG), and our recently revised Tier 1 Supplier Strategy, we

can share industry learnings to reach our goals together. We are guided by tools and systems from leaders, such as Fair Wear Foundation and bluesign®, that ensure we are staying ahead of the curve and developing systems of compliance and accountability with our peers. By having university partnerships and supporting our internal team members with continued training, we seek to listen and learn from those following their aspirations and testing what is possible.

Team



People are at the heart of Mammut. We do what we can to support our team in doing their best work, driving innovation and resourcefulness to address our environmental and social impact.

Employee engagement

In October 2023, we launched a new global employee engagement survey to understand employees' attitudes and concerns under our new ownership and management. The survey covered job satisfaction, teamwork, leadership, working conditions, and our company culture. All global employees, including store and logistics staff, were invited to participate. 73% of all invited employees completed the survey. For 2024, we are aiming for an 80% participation rate. All team leads can see the results of their team in real-time, including evidence-based recommendations on how to maintain or improve their work environment. The project defined a baseline. To track our progress of the defined

measures, we will run regular pulse checks three to four times a year with the same questions.

Employee benefits

- Up to 50% flexible remote work
- Up to 3 development training days annually
- Free languages classes
- Free access to an e-learning platform with +100 courses
- Free fitness classes at our offices in Seon and access to partner climbing gyms throughout Switzerland
- Discounts for Mammut & other sport brand products

Employee development

In 2023, we expanded our learning and development portfolio with modules targeting employees at different stages of their careers. The third cohort of the Talent Development Program ran in 2023. Designed to develop high-performing employees with the potential to grow into a leadership

position or a broader global role, the program acts as a pipeline for our new Tour Guides program. The first cohort consisted of six Talent Development Program alumni who worked closely with the General Management on projects and topics relevant for the entire company. We also launched the Leadership Development Initiative for new and experienced leaders. All employees are invited to apply for individual development opportunities. Additionally, speech training, online language courses, and unlimited access to a soft skills e-learning provider are available.

Gender equality

We are committed to creating a work environment with equal opportunities. In 2023, 70% of Talent Development Program participants identified as female. On International Women's Day 2023, we hosted a workshop with Mammut athlete Lucia Capovilla. Lucia, a paraclimber, addressed limiting beliefs and how to overcome barriers.



Future talent

Through apprenticeships and internships, we strive to develop the next generation of innovative employees for the outdoor industry. In 2023, we hosted 11 apprentices and 23 interns worldwide.

Mammut Spirit Day

For our first employee Mammut Spirit Day, all team-building activities focused on sustainability. In Switzerland, we partnered with Protect Our Winters Switzerland to deliver goods to a SAC mountain hut. In other countries, teams collected litter from trails and learned from rangers and hut guards.

Culture of Action

Based on our culture that has developed over 160 years and where we want to go in the future, we defined a company guideline named “Culture of Action” for all our daily interactions, projects, and strategic decisions. Always in

the outdoors, all teams globally participated in workshop sessions regarding the guidelines.

Internal whistleblowing

To ensure our employees and all external partners feel their concerns and grievances can be communicated effectively, legally, and without fear of retaliation, we have multiple pipelines in place for employees and all external partners to report issues both internally and externally. The system allows the individual making the claim to remain anonymous should they so desire. Reports may be sent directly to Mammut legal counsel or submitted anonymously via the Mammut whistleblowing Integrityline system. All additional claims can be filed with the legal firm Blesi & Papa.

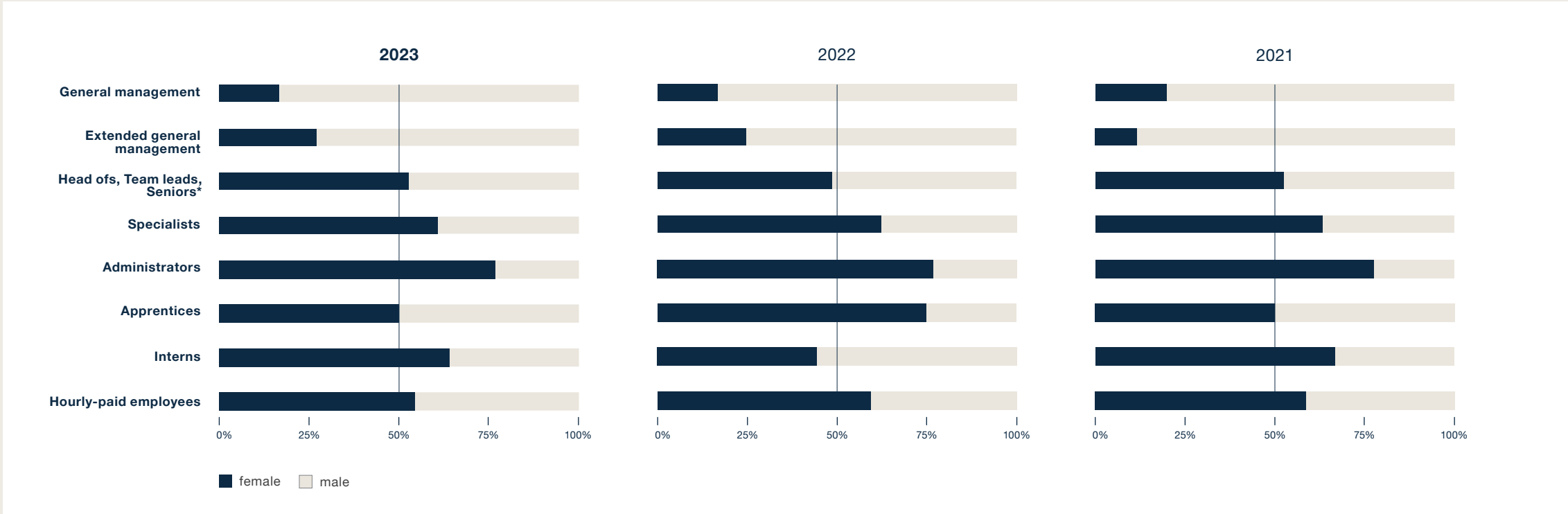
Mammut legal counsel
→ legal@mammut.com
Phone: +41 (0)62 769 83 50

Additional claims
→ whistleblowing@blesi-papa.ch


Anonymous submission
→ [Integrityline](#)



Gender distribution in Switzerland



* Note: Previous iterations of this report did not include "Seniors" in this category, however the number printed always included senior level employees.

An aerial photograph of a person rappelling down a red rope in a dense forest. The person is wearing a bright orange and blue outfit. The forest is captured in a monochromatic blue-green color scheme, with the tree canopy appearing as a complex, branching pattern. The rope extends vertically from the person towards the bottom of the frame.

“Mountains inspire people to explore, overcome, and grow. They evoke a sense of respectful awe for nature and its power.”

Membership associations & partners



We strongly believe that success can only be achieved through collective collaboration. By transparently sharing our experiences and expertise, we hope to support other brands and organizations on their journey. This exchange and consistent feedback from external partners help us to continuously rethink and fine-tune our strategy and measures.

We signed commitments and raised our voices for topics close to our heart:



We are a members of multiple initiatives and industry collaborations:



We are in international working groups for specific corporate responsibility topics:

- The Carbon Reduction Project (EOG)
- Sustainability Data Exchange (SDEX)
- Audit Alliance for Hard Goods (EOG)
- The Microfibre Consortium
- The Single Use Plastics Project (EOG)
- The United Nations Framework Convention on Climate Change (UNFCCC) Decarbonisation Pathways

We collaborate with universities and polytechnics:



Another funnel to keep up to date with research advancements while simultaneously getting to know future talent is working with students on concrete industry challenges. In 2023, we continued to provide insights for students' theses and supervised product lifecycle-assessments. For two separate courses, we also defined a project brief on the founding of an environmental trust fund and oversaw a project on resell business models.

Community engagement



We strongly believe mountains have the power to transform lives, connect people, and inspire greater responsibility in our personal lives and businesses. Our dedicated nonprofit partners make the joy of mountain sports more accessible to marginalized and historically excluded populations, contribute to conservation efforts, and promote political engagement for effective climate policy.

The monetary value of all donations and support is included in the → [Appendix](#).

ClimbAID

ClimbAID brings the pleasure and benefits of climbing to communities affected by war and poverty. The nonprofit organization has projects in Lebanon, Greece, and Switzerland, where they use climbing to support refugees and asylum seekers. They focus their resources on helping children and adolescents manage mental health issues, social integration, and personal development. As their

primary partner since 2020, we provide equipment and financial support. In 2023, we organized transportation, volunteers, and safety equipment for their annual bouldering weekend hosted for refugees. Additionally, we began production on a 2024 film in collaboration with ClimbAID about two female climbers from Syria and Lebanon.

Protect Our Winters

Founded by professional snowboarder Jeremy Jones in 2007, Protect Our Winters (POW) is an international nonprofit that advocates for stricter climate legislation, advancing policies that protect our world today and for future generations.

In 2023, together with Mammut and Patagonia, POW Switzerland initiated the Swiss Outdoor Coalition (SOC), which will be part of a broader advocacy strategy POW Switzerland is developing.



For Switzerland's Mammut Spirit Day, the organization coordinated the food resupply, backpacked by our team, to the Schweizer Alpen-Club Lideren hut. For the event, Mammut employees also carried a banner to advocate for the vote on Switzerland's climate law, and the materials from the banner were repurposed into pouches and bags, which are used as fundraising merchandise by POW Switzerland. For International Mountain Day, all profits from the limited edition **Mammut X UNLESS** collab will be donated to support Protect Our Winters Switzerland for the second year in a row.

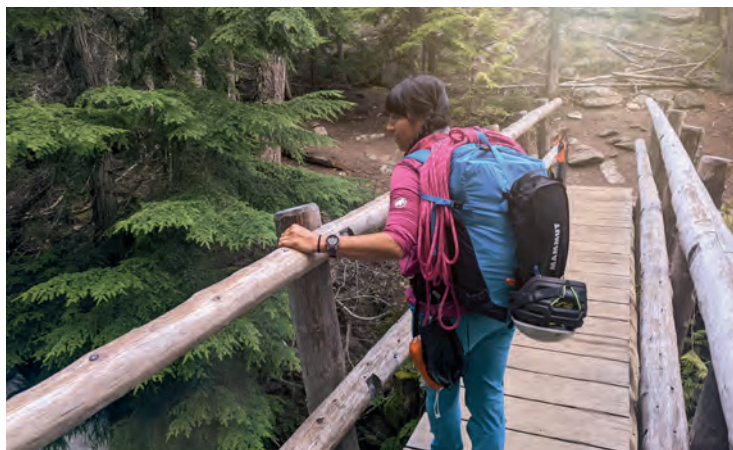
American Mountain Guides Association

The American Mountain Guides Association (AMGA) is a leader in education, setting standards, and advocating for professional guides and climbing instructors. Mammut has been an AMGA partner since 1998. We support two of their funds, the BIPOC Scholarship and the Women's Scholarship.

The Black, Indigenous, and People of Color (BIPOC) Scholarship Fund represents an innovative funding model designed to address critical barriers identified by BIPOC community members within AMGA programs. Unlike traditional approaches, this scholarship fund specifically targets systemic obstacles both within and outside the AMGA.

Together with the AMGA, we introduced a women's specific scholarship in 2021. With only 16 fully certified American Mountain Guides/IFMGA Guides who identify as women in the United States, we aim to break down barriers in what has traditionally been a male-dominated space. This scholarship was open to anyone who identifies as a woman, as well as gender-expansive individuals who resonate with this opportunity. We were proud to award a full tuition AMGA scholarship to deserving individuals pursuing mountain guide courses or exams. Additionally, recipients received a comprehensive Mammut kit, complete with safety gear.





American Institute of Avalanche Research and Education

In 2023, we supported the Women's Mentorship Program at the American Institute of Avalanche Research and Education. By promoting aspiring to seasoned women professionals in the snow and avalanche industry, the program addresses the underrepresentation of women in American

avalanche education. It aims to overcome barriers faced by women, including financial, sociological, and other challenges.

Paradox Sports

Paradox Sports offers accessible climbing opportunities, defying the perception that people with a disability cannot lead a life of adventure. They provide outdoor rock and ice climbing trips, training, and local programs. To raise money and awareness, Paradox Sports hosts the Paradox Mile, a 5,280 vertical foot climbing challenge. In 2023, Mammut supported the event with in-kind equipment donations.

SheJumps

SheJumps aims to increase the participation of women and girls in outdoor activities through educational experiences that nurture growth and transformation. The SheJumps Snowpack Scholarship is designed to provide affordable opportunities for adult women who seek to

acquire experience and education in outdoor activities and avalanche safety. In 2023, Mammut supported the scholarship with in-kind donations.

Support for Ukraine

In response to the continued suffering of Ukrainian people caused by the Russian war in Ukraine, Mammut donated shoes for residents in Posad-Pokrovske, Soniachne, Bohdanivka, the Nikopol region, and the city of Kherson. The donations were handled by the Kiev Kids Association, who distributed the items directly to individuals affected by the ongoing war.

European Outdoor Conservation Association

We have been a member of the European Outdoor Conservation Association (EOCA) since 2006.

→ Learn more about their work in **Biodiversity**

“To reduce our footprint, we need to explore alternative solutions that can perform as well or even better.”



Key partners



Working with external tools and organizations builds transparency and accountability in our responsibility journey. In addition to our industry memberships and partnerships, we have three primary partners to manage external audits and knowledge-sharing.



The Higg Index is a toolbox central to Cascale's mission. Cascale, formerly known as the Sustainable Apparel Coalition (SAC), developed the Higg Index to provide mechanisms for the standardized measurement of organizations' impacts in areas such as carbon emissions and labor conditions across the value chain. With the support and research of Cascale's members, consultants, and industry experts, the methodologies found within the Higg Index have evolved significantly over the years. The toolbox includes the Higg Facility Environmental Module (FEM), Higg Facility Social & Labor Module (FSLM), Higg Brand & Retail Module (BRM), Higg

Materials Sustainability Index (MSI), and the Higg Product Module (PM). We have worked with the tools since 2018.

- Learn more about our **BRM results**
- Learn more about our **FEM results**
- Learn more about our **FSLM results**



bluesign® is an independent global authority that provides a system for developing more sustainable and responsible textile manufacturing practices. Under their guidance, we introduced a risk-based chemical management system to ensure the material chemical safety of our products. We also enforce a Restricted Substances List based on the bluesign® SYSTEM SUBSTANCES LIST, committing ourselves to a higher standard than required by local and international law. We have been a bluesign® SYSTEM PARTNER since 2011.

- Learn more about our **bluesign® certification**
- Learn more about our **chemical management**



Fair Wear Foundation is a multi-stakeholder initiative dedicated to improving working conditions in the garment and soft goods industry. As an independent verification body, Fair Wear audits member companies' production practices and their tier 1 sewing suppliers and encourages exchange between brands, factories, and workers. Fair Wear also offers training for factory workers and management, shifting the power imbalances that have been intrinsic to the industry for decades. We have been a Foundation Member since 2008, and we were the first outdoor brand to join.

- Learn more about our **Fair Wear membership**

Purchasing practices



Traceability and transparency are key in every part of the supply chain. In 2023, we had 55 finished-product suppliers, which are labelled tier 1 suppliers. Tier 2 suppliers provide fabric and components.

Purchasing decisions are made by the Head of Sourcing and the functional responsibility is held by the Chief Product Officer (CPO). We do not work with any agents or intermediaries, and prior to entering a new business relationship, we visit potential suppliers to assess their production policies and factories to ensure they meet our human rights standards. Before a partnership can begin, all new suppliers are required to sign a contract, committing themselves to the enforcement of [Fair Wear's Code of Labour Practices](#) and our [Restricted Substances List](#). After each seasonal collection is produced, supplier evaluations, which include social and environmental compliance, are completed.

Onboarding new suppliers is a careful process, involving purchasing, vendor control, development, and quality assurance. Most commonly, we seek out new suppliers for commercial reasons, such as wanting to introduce a new technique due to product development. We introduce an average of four suppliers a year, and shifts occur when an existing supplier operates out of more than one location. To assess the social risks of working with a new supplier or in a new region, our teams liaise with Fair Wear, which continuously assesses each country's working conditions and risk for violating human rights.

We work directly with factories to plan production timelines and to review their worker capacity. The average tier 1 supplier relationship lasts 12 years, but we have some that have lasted for more than 30 years. Similarly, there are long-term relationships with key tier 2 fabric and trim manufacturers.

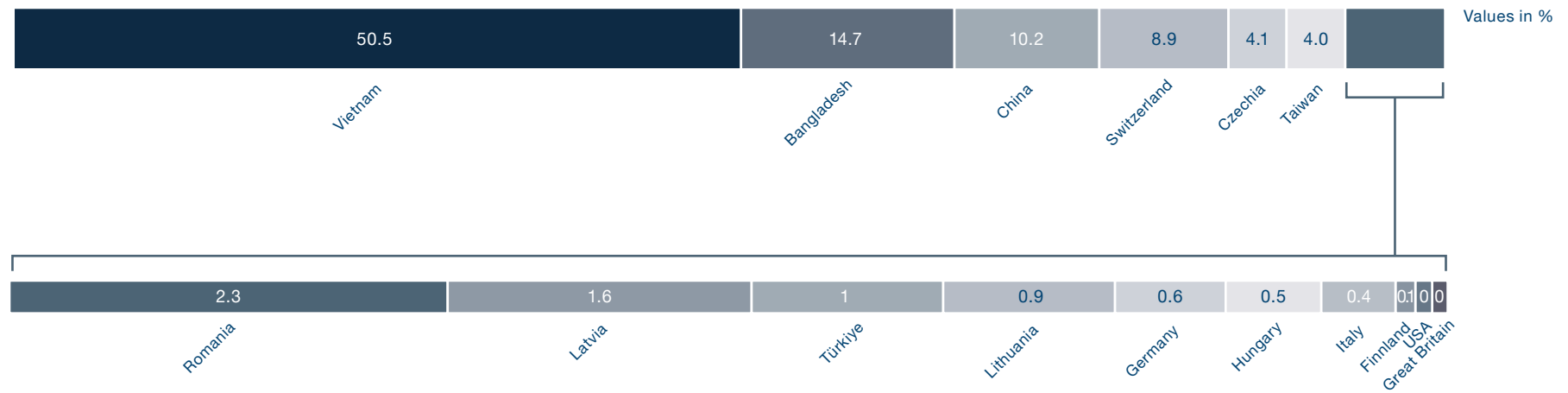
At the end of a business relationship, we strive to uphold a responsible and ethical exit, whereby decisions are communicated months in advance to ensure that workers can be reassigned to other partners and unused materials are minimized.

In 2023, we continued to shift apparel production from China and Latvia to our suppliers in Vietnam and Bangladesh. Sales of outdoor equipment boomed during the COVID-19 pandemic. This ended in summer 2022, leaving retailers with too much stock and forcing them to cancel orders. In 2023, our purchasing value was 22% less than in 2022 due to large overstocks. The highest impacted products were sleeping bags, with 2023 production only 45% of that in 2022, followed by footwear at 49%, and backpacks at 56%. Apparel production increased by approximately 4%.

→ Learn more in [Country-by-country reporting](#)



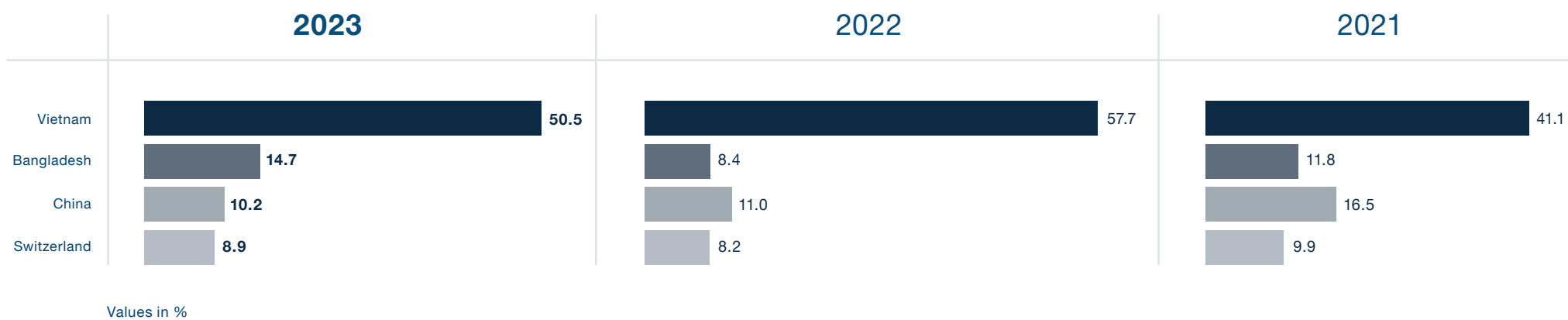
Purchasing split by value in 2023



"0%" indicates Mammut did have purchases in the country, however the amount was calculated to be statistically insignificant.



Purchasing split by value



Supplier strategy



In 2023, we began to refine our supplier strategy. Unlike the previous Trusted Partner Program, our new approach is applied to all suppliers regardless of their purchasing value. We began with the finished goods Tier 1 Supplier Strategy in 2023 and will finalize our fabric Tier 2 Supplier Strategy in 2024.

The revised Tier 1 Supplier Strategy is based on five pillars:

1. Principles

16 principles addressing efficiency, quality, worker well-being, and our 2027 corporate responsibility and value creation plan targets. All five principles related to social and environmental requirements are mandatory for suppliers to fulfil.

2. Key Performance Indicators

Enabling us to better allocate product to partner, we have developed a new supplier classification. Products and suppliers are categorized by identifying required skills, Gore licenses, and level of innovation to produce an item to ensure mutually beneficial partnerships with shared objectives.

3. Joint business plans

To secure long-term capacities and align growth plans, joint business plans (JBPs) are introduced with most suppliers. They define expectations and commitments from both parties. We aim to have approximately 80% of our suppliers develop a JBP with us.

4. Regional strategy

Through a balanced approach with offshore and near-shore collaboration and the appropriate mix of partners, we will deliver on capacity and growth.

5. Contractual setup

We are updating our purchase agreements and implementing a new payment schedule.

The refined strategy aims to create a more environmentally responsible and competitive brand that is resilient to global shocks.

Supplier engagement



Partnerships based on trust and collaboration are essential to implement impactful changes in the supply chain. Precompetitive initiatives with other brands and building more cooperative, mutual partnerships with our suppliers are key to our future strategy.

Supplier Summit 2023 Switzerland

In November 2023, 104 representatives from 49 tier 1 and tier 2 suppliers visited our headquarters in Seon, Switzerland. The second annual summit was timed to allow the global participants to take part in the Munich-based ISPO trade fair a few days later, avoiding the need for additional intercontinental flights. Included were ten presentations on topics such as our strategy, purchasing practices, and responsibility requirements, as well as the release of our *Improving Worker Well-Being* booklet. The

summit received positive feedback from the suppliers, with many sharing how they appreciated the opportunity to meet together on-site, a practice that is not yet an industry standard in brand and supplier relations.

→ Learn more in **Worker well-being**

The Carbon Reduction Project

Hosted by the European Outdoor Group, the Carbon Reduction Project (CRP) strives to reduce greenhouse gas emissions through radical collaboration and transparency. Prior to 2023, it was called the Supply Chain Decarbonisation Project (SCDP). We proudly joined the CRP launch in 2021 with nine other outdoor brands whose primary climate impact comes from textile wet processing across our value chains. Together, we mapped an overlap in our top tier 1 and 2 suppliers, allowing us to address the impact of these suppliers collec-

tively as opposed to individually. In 2022, RESETcarbon, the external partner identified by the EOG, conducted facility audits and pinpointed emission hotspots with our suppliers. With their support, the twenty facilities who were audited drafted climate action plans and carbon leadership targets to transition to renewable energy.

With the publication of the case study, the initial Carbon Reduction Pilot project came to an end in 2023. The CRP cohort decided to continue their collaborative work and will finance follow-up audits in 2024.* Additional projects are evolving, including an analysis of renewable energy options in Taiwan and follow-up programs for suppliers. The initial CRP framework is open for new suppliers and brands to participate in.

* In the *2021 Responsibility Report*, we stated that the participating brands would jointly finance facility improvements for the project. This did not occur, however there are discussions to launch a joint fund.

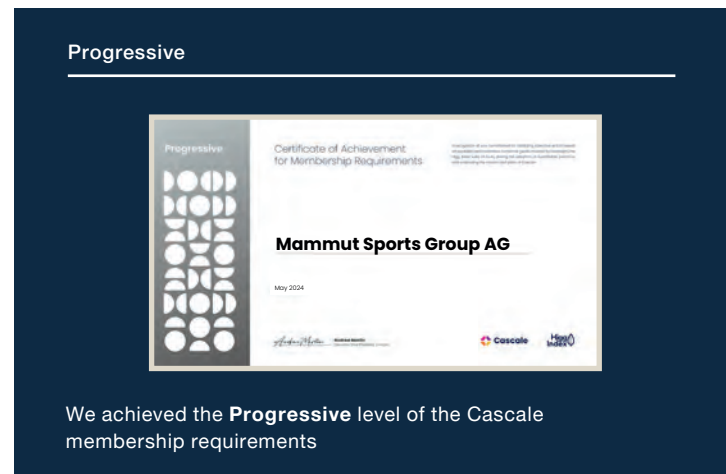
Higg Brand and Retail Module BRM



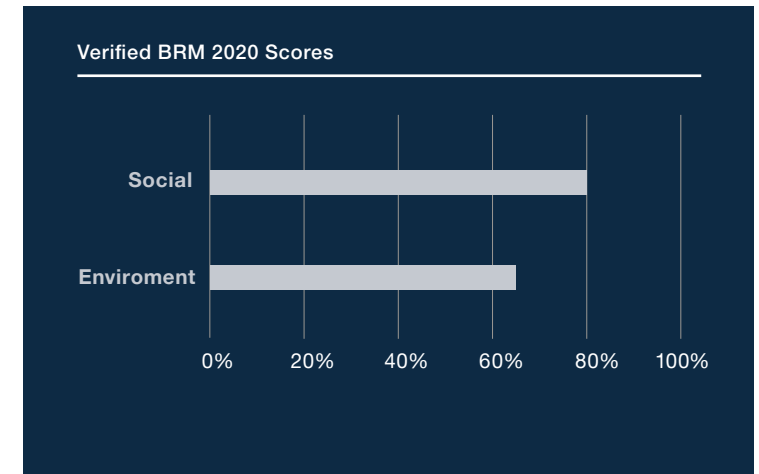
For a broad overview of our social and environmental impact and how we benchmark against the industry, we use Cascale's Higg Brand and Retail Module (BRM).

The BRM is an extensive self-assessment that analyzes everything from material choices to our products' end of life. The evaluation also goes through an independent verification to ensure Cascale's standards are upheld and provide additional perspective on our practices and areas for improvements. In 2020, our last verified BRM Module year, we achieved an overall score of 79.6% in social and 63.7% in environment.

The BRM framework was revised in 2023, introducing a new format and different scoring for the 2022 reporting year. Due to this change, the 2022 BRM assessment cannot be verified, and therefore its results cannot be



shared. We will conduct another BRM verification for 2023. Based on data Higg shares with us, Mammut is aligned with the overall average industry performance, with a higher



ranking in environmental impact. To be better equipped for future verification, we will enhance and develop a greenhouse gas inventory plan.

→ More detailed results can be found in the **Appendix**

Circularity & services



Through circularity and the creation of closed loop initiatives, we are reducing resource consumption, waste, and emissions.

While this is promising, scaling circular design with partners across the value chain is a challenge we are facing as an industry. This is why extending the lifecycle and development approach of products also remain major focus points in our overall responsibility strategy.

Our product quality is the first step in dismantling the linear ‘make – take – waste’ system, and we are committed to designing versatile, durable, and repairable outdoor gear that can work across seasons and activities for many years of adventurous use. To extend our products’ lifespans even further, in 2023, we focused on expanding our repair service offer in Switzerland and exploring more circular systems, such as rental options.

Circularity

Responsible consumption



Reduce
Buy things that last



Reuse
Care for and keep products in use



Repair
Extend product lifespan



Recycle
Collect and use waste ropes



Responsible production



Circularity & services
Repair | Product care



Animal welfare
Down | Leather | Wool



Reduced impact
Climate | Safe inputs



Ethical production
Fair working conditions

Quality & longevity



Durability, material quality, resourcefulness, and repairability are at the heart of our design process. These ingredients are essential for products to be long-lasting and sturdy companions in the outdoors.

Our in-house development and test labs assess and replicate our products' entire lifecycle. Rub tests, safety checks, and wear-and-tear trials play a crucial role in designing items with an extended lifespan.

In 2023, we conducted approximately 4,000 quality inspections, which resulted in design alterations, production process improvements, and even the end of production for some items. The number of quality inspections decreased in 2023, as we underwent changes in our quality management system approach. Specifically, we moved from quality inspections that primarily occurred in our warehouses at the end of the supply chain process to pre-production and inline inspections.

In a reflection of growing trust and responsibility, our suppliers are increasingly involved in pre-production and inspections, deescalating potential issues early in the production process and minimizing the chances for hard-to-solve quality issues. We also underwent an internal reorganization in 2023 and adjusted the reporting structure within our primary warehouse. The quality inspection team now directly reports to and communicates with the onsite logistics team. This strategic move aims to enhance our overall quality management efforts by streamlining processes and ensuring efficient coordination. Worldwide, we have a dedicated team of 20 quality management employees who work to optimize our apparel, footwear, and hardware, striving to guarantee the highest quality possible.

In 2023, we had a total of 46 quality issues, a 51% decrease compared to the previous year, one call for inspection, and zero product recalls.

Material development: Dream Series



Evolution comes in iterations. We took the Dream Series sleeping bag range as an opportunity to explore avenues to reduce fabric waste and environmental impact.

After an exploration by our team of designers, material developers, and corporate responsibility specialists, the range was made of materials that were studied and tested to prioritize comfort, while being more affordable.

During our analysis, we were surprised to find that the Dream Series' synthetic fiber sleeping bag emitted 18% fewer emissions than in our Recovery Series. The Dream Series' down-filled counterpart only had 4% fewer emissions. The material change had less impact on the ecological footprint than expected due to the higher density and overall weight of the recycled material. As a result, we derived valuable guidelines:

- Recycled does not always have less impact
- Polyester emits less CO₂ than polyamide
- Robust fibers are more durable
- Knitted fabrics are less energy-intensive than woven fabrics

The weight of a product often correlates with environmental impact, meaning heavier products often have a higher overall environmental impact than a similar product of a lighter weight. Nonetheless, weightier material often lead to increased durability and extends a product's lifespan, so all factors need to be considered according to use case and product type.

With all recycled fibers and optimizing fabric usage, the team achieved a 33% reduction in fabric use in the Dream Series, a significant advancement in our material development and usage.



Rental



Renting allows beginners and light users to engage with activities that require durable products without the waste of underused items and the expense of purchasing. It also enables heavy users to test products to ensure they are making the best purchase for their needs.

We collaborated with Cirkel Supply, outdoor rental specialists who aim to reduce the impact of skiing and outdoor activities. Cirkel wanted to evaluate summer outdoor rental for hiking and mountaineering, continuing their focus on convenient service and renting premium hard and soft goods products. Customers choose their outfit online and Cirkel delivers their order directly to their accommodation or mountain guide in Switzerland. By agreeing to partner with Cirkel, the startup was eligible for nomination and later awarded an Innosuisse Innovation Booster.

Because our Mammut Mountain Days festival hosted outdoor enthusiasts looking to build on their skills in activities such as mountaineering, via ferrata, and rock climbing, the event was used to test the viability of summer rentals with Cirkel as a partner. We will continue the partnership with Cirkel Supply in 2024.



Repair



Long-term use of outdoor equipment is the easiest way to reduce its environmental footprint.

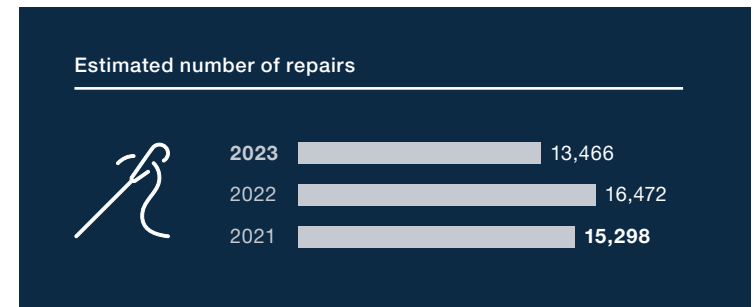
While we stand behind the durability of our products, damage can occur whether from intensive use, material failure, or accidents. Replacing zippers is the most common fix, but our seamstresses also take on more complex repairs using their industrial and specialized equipment and tools. To stop items from being disposed of prematurely, we have 13 team members working from our two repair studios at our headquarters in Seon, Switzerland and our logistics center in Wolfertschwenden, Germany. To manage higher capacities of future repair requests, we onboarded Atelier Kartal and are bringing on additional external repair specialists across Europe. In 2023, we underwent an internal reorganization, with the Swiss and German Repair and Care teams now reporting to the Head of Quality instead of to the Product division. Repair data can be evaluated

efficiently by our development and design teams, allowing us to better incorporate feedback and have a continuous improvement process (CIP).

Owners of damaged products can bring their freshly washed item to their local retailer or one of our stores for evaluation. If the item was purchased via our online store, our customer service team can be contacted directly with photos and a description of the issue.

In 2023, we mended an estimated total of 13,466 products globally; 11,666 products in Europe and we are aware of 559 third-party repairs in North America, 113 in China, 1,060 in Japan, 19 in the UK, and 49 in Norway. To encourage customers to use these services, we plan on increasing our customer education on repair.

→ [Contact warranty and repair](#)



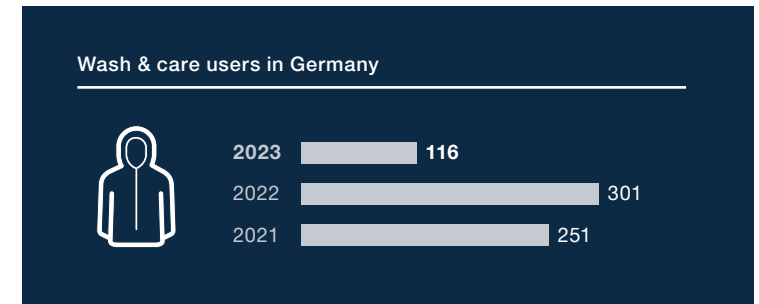
Product care



Caring for outdoor gear is about more than just aesthetics; it also extends durability and maintains protective features.

Sweat, dirt, and sunscreen can negatively affect functional textiles and ropes, which is why it is important to know how to properly clean and store your equipment. Regular care will help maintain its performance and safety, and prolong an item's lifespan, thereby reducing its environmental impact.

To support our customers, on our website, we offer detailed care instruction videos for our most popular products, including hard shell jackets, down jackets, shoes, and ropes. If an item is damaged, customers may also send it in to one of our regional repair studios or a third-party partner.



In 2017, our German market quality management team introduced a washing and waterproofing service that has supported 1,789 customers in extending the life of 2,373 items, the majority of which were hard shell and down jackets. In 2023, 116 individuals used the washing and cleaning service for 142 products.

→ [Product care resources](#)



“ Together, we are stronger – we seek to listen and learn from those following their aspirations and testing what is possible.”

Close the Loop



Ropes are central to our brand DNA and history, but in terms of environmental impact, they present a serious challenge, as their production accounts for over ten percent of our annual carbon footprint.

To address this while creating a more circular business model, we piloted the Close the Loop project with the help of Protect Our Winters Switzerland in 2020. The take-back program was rolled out at climbing gyms across Switzerland with bins placed on location to collect used climbing ropes, which are then recycled to be used in new products, primarily shirts.

Aquafil, an Italian manufacturer that produces ECONYL® regenerated nylon, is our materials partner. ECONYL® nylon comes entirely from pre- and post-consumer waste such as old carpets, fabric scraps, fishing nets, and our donated used climbing ropes. The ECONYL® manufactur-

ing process reduces roughly 90% of CO₂ emissions and 50% of energy consumption compared to the production of standard nylon. Since launching, we have prevented over 4,000 kg of rope from going into landfill or incineration. Our goal is to design a rope-to-rope recycling program; however, with current technologies, the yarn created is not yet sufficient for the safety demands of a climbing rope. As we continued our research and development in 2023, we began developing insulation material from our rope factory waste, however, we learned polyester insulation is more effective than polyamide insulation material. For our Loopinsulation products, which will launch for our Spring-Summer 2024 collection, we are using polyester rope waste from our rope manufacturer.

- 50 _____ rope collection points in Switzerland
- 67% _____ CO₂ saved compared to a regular T-shirt
- 100% _____ recycled material



Leftover material



To ensure no resources go to waste, four dedicated team members meet monthly to discuss the management of our leftover materials.

Leftover materials fall into one of two categories:

- **End of life fabrics:** Textiles we discontinued the use of, and which are no longer incorporated into upcoming seasons
- **Sample fabrics:** Material that we bought and used for samples, but which have not gone into production and are no longer needed

The leftover material group's goal is to minimize waste and maximize material usage. After each season, we take stock of any leftover material and make plans to incorporate these textiles in products for the coming seasons. If this is not possible, we find alternative solutions to use the materials for custom and lower volume products.

In 2023, we created 32,000 new apparel pieces from leftover material. In our 2022 Responsibility Report reporting, we included the yards of fabric used to create new garments. As a result of shifting to a new enterprise resource planning tool (ERP) system, we cannot provide the yards of leftover fabric used in 2023.

Examples of how we are using leftover rope nylon material are our WE CARE Classic and Dry ropes. These ropes are made from residual yarn left over from changes between different colors in the factory. Each rope features a unique color pattern based off the chosen yarn blends, while fully complying with our quality standards. **In 2023, we produced 6,846 WE CARE ropes from leftover rope nylon. This is fewer than in 2022 because we had more ropes in stock, resulting in a decrease of rope production.**

In the 2022 Responsibility Report, there was an error in the reporting on the number of WE CARE ropes produced. In 2022, we produced 9,150 WE CARE ropes, not 1,800 as published.

Animal welfare

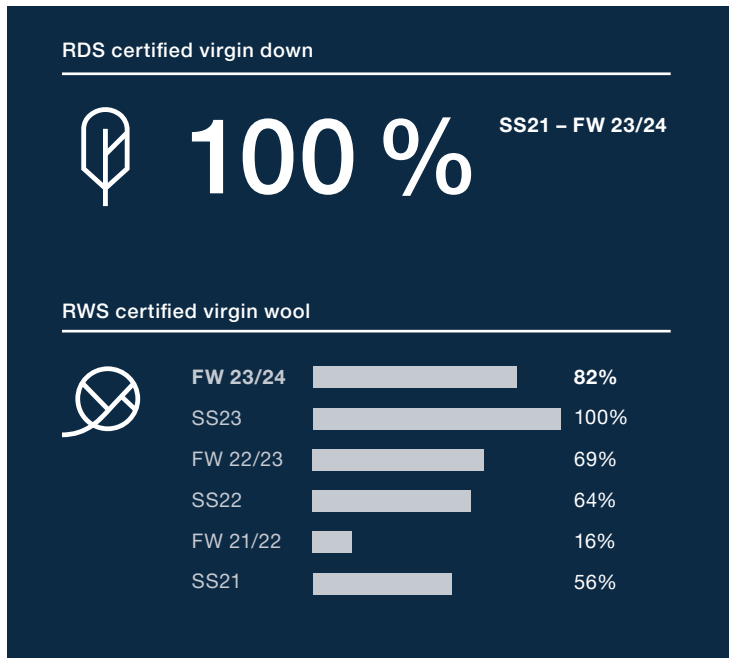


Merino wool, down, and leather are natural materials used in some of our products, such as sleeping bags, hiking boots, and apparel. We strive to uphold the highest animal welfare standards and partner exclusively with farms practicing responsible animal husbandry with the goal of achieving full supply chain transparency.

As a certified Fur Free Retailer, we never use hair, hide, or any other material from exotic or endangered species.

No animals may be slaughtered specifically for the production of our goods, meaning that we only use animal materials that are byproducts from the meat industry. Suppliers of animal-based materials are required to adhere to the strictest international standards for the farming, transport, and slaughtering of livestock when partnering with us. Based on recommendations from the global animal welfare organization, Four Paws, we implemented the Five Freedoms approach, which includes the following categories: Good nutrition, Good environment, Good health, Appropriate behavioral interactions, and Positive mental experiences.

Down & wool



Responsible Down Standard



We are proud to say that 100% of the virgin down used in our apparel, accessories, and sleeping bags have a Responsible Down Standard (RDS) certification.

RDS ensures that the down and feathers in our products come from ducks and geese that have been treated well, reflecting our values in quality and ethical sourcing. Live-plucking and force-feeding is prohibited, and the birds are treated with respect from birth to end-of-life. RDS down can also be traced back through the entire supply chain, from the final product to the original source. In 2023, we also underwent RDS audits in our headquarters and subsidiaries to receive brand certification for RDS.

Responsible Wool Standard



Merino wool is one of the materials used in our apparel. The Responsible Wool Standard (RWS) is an independent certification, which ensures that wool comes from farms where the Five Freedoms approach is upheld and where progressive methods of land management are practiced, protecting soil health, biodiversity, and native species. Additionally, the RWS ensures that wool from certified farms is properly identified and tracked. In 2023, we underwent RWS audits in our headquarters and subsidiaries to successfully receive brand certification for RWS. 100% of our virgin wool was mulesing-free. For our Fall-Winter 2023/2024 collection, 82% of our woolen garments used certified RWS wool. Our goal is that by Summer 2025, 100% of the virgin wool in our apparel products will be certified RWS.

Leather



terracare® & Leather Working Group

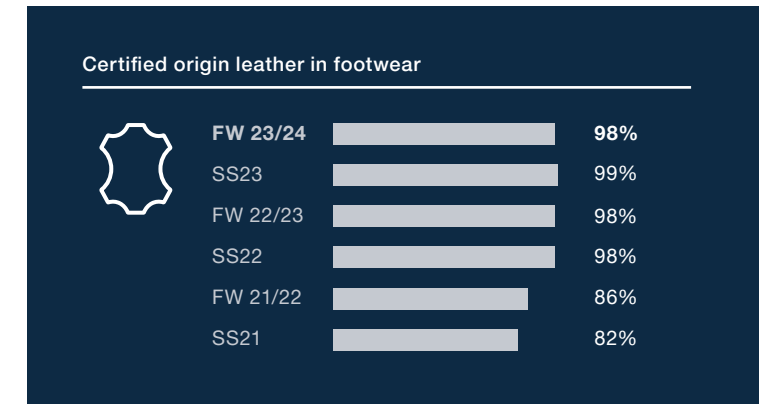


We work with leather because of its performance and durability; however, to align with our animal welfare commitments, no cattle are killed specifically for the production of our goods. Additionally, the tanning process can have massive social and environmental impacts, which is why we strive to have Leather Working Group (LWG) certified leather to ensure we are meeting all of our WE CARE commitments. The LWG audits tannery facilities, examining wastewater, energy usage, traceability, and more.

For nubuck leathers in our shoes, we use terracare® performance leather from Josef Heinen, one of Germany's oldest specialists. According to terracare®, its production



practices generate 30% less CO₂ and use 40% less water than the industry average. This average is defined by tanneries that are also certified by the Leather Working Group, which suggests that terracare® could have significantly less impact than its industry peers.



All our selected leather suppliers have a Leather Working Group rating of Bronze or above. terracare® is rated Gold by the LWG.

In summer 2023, 99% of our leather was of certified origin, either from terracare® or the Rino Mastrotto Group in Italy. Our goal is to reach 100% certified leather by 2025.



Reduced impact



Producing physical goods across a global value chain is complex. Managing and decreasing the associated carbon footprint and waste impacts in tandem requires a thorough climate strategy. This is why we address our impact through a differentiated approach with tangible climate action and dedicated oversight partners, bluesign® and Higg.

Outdoor brands including ourselves have been reliant on materials made of virgin plastics. Derived from fossil fuels,

we need to explore alternative solutions that can perform as well or better while reducing water use and material shedding of non-decomposable microfibers and water repellants. Logistical decisions such as shipping and packaging must also be considered.

For this iteration of our Responsibility Report, our climate strategy was moved from “Responsibility” to “Reduced impact.” This results in all our operational efforts being included within the WE CARE framework.

Climate strategy



Our climate is in crisis. The mountain environments we love are changing. As an organization, we have a responsibility to respond.

Since 2018, our annual carbon footprint has been the foundation for our climate strategy. Our motto is “do our best, remove the rest,” which encourages us to focus on tangible, progressive climate action and measurable carbon removal solutions, whether that be with nature-based, technological, or hybrid approaches. Having signed the Paris Agreement’s UN Fashion Industry Charter for Climate Action, we are committed to reaching net zero by 2050. To do our part in limiting global warming to 1.5 °C above pre-industrial levels, we have set science-based targets and identified measures to significantly decarbonize our value chain. The **do our best, remove the rest** strategy is verified by the latest Science Based Targets initiative (SBTi) Corporate Net-Zero Standard. The SBTi was initiated by

the Carbon Disclosure Program (CDP), the United Nations Global Compact, World Resources Institute (WRI), and the World Wildlife Fund for Nature (WWF).

Our goal is to decrease our greenhouse gas emissions by 55% in 2030 compared to 2018, our baseline year.

This requires us to challenge every area of our current business practices. We “do our best” by:

- Powering our operations and sourcing from factories using renewable energy
- Increasing our use of lower-impact materials and production processes
- Reducing impact when moving products around the world
- Ensuring products last longer and can be easily repaired
- Exploring alternative circular business models
- Engaging consumers and supporting stronger regulations to accelerate policy change

We “remove the rest” by investing in innovative carbon removal technologies.

Reaching net zero will require us to cut at least 90% of our emissions and remove all remaining unavoidable CO₂ emissions from the atmosphere.

→ Learn more in **Carbon removal partners: Climeworks & Klimate**

→ Learn more about the **Science Based Targets Initiative (SBTi) Corporate Net-Zero Standard**

Our goal

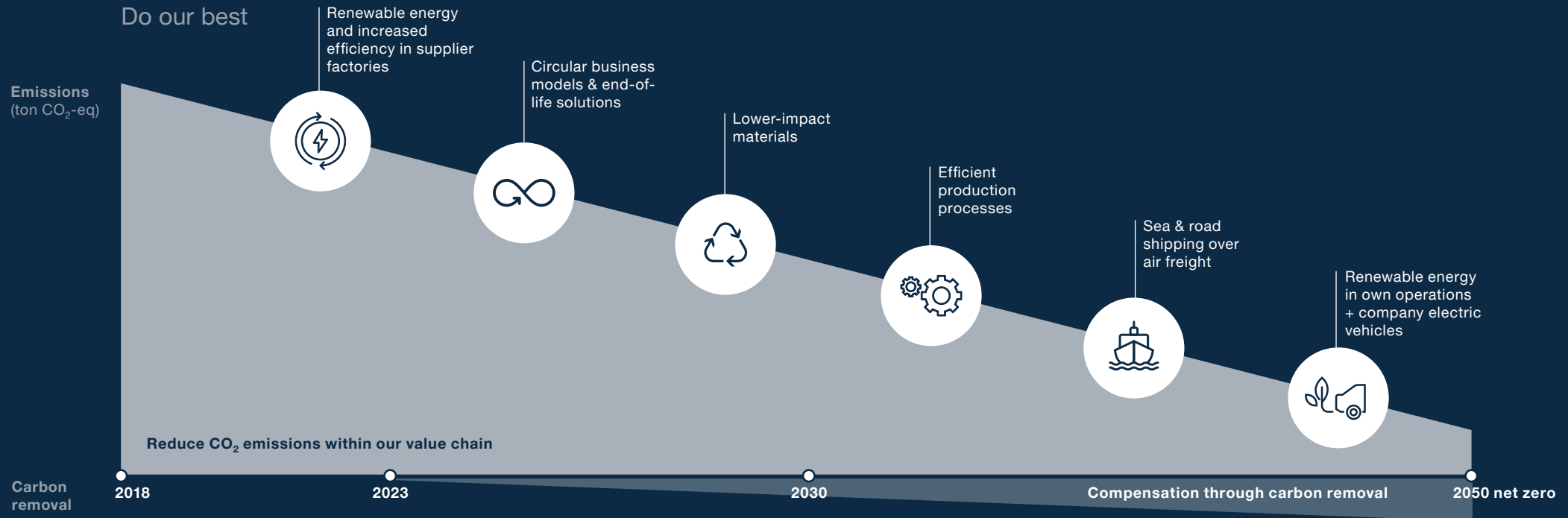
2050
→ Net zero



Support the overall objective of limiting global warming to

1.5°C

Do our best – Remove the rest



Remove the rest

Our goal is to halve our greenhouse gas emissions by 2030 compared to our baseline year 2018.

Targets and scopes

Our carbon footprint is calculated according to the Greenhouse Gas Protocol (GHG Protocol), a leading standard for analyzing an organization's emissions. It distinguishes between three scopes, or categories, which can then be used to clearly define emission targets and strategies.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Scope 1 accounts for emissions from facilities and tools we own or control, including company cars and technical equipment at our headquarters.

Scope 2 addresses indirect emissions from the electricity, steam, heating, and cooling purchased directly by our organization.

Scope 3 is the largest and most challenging category, involving all production and post-sales emissions, ranging from unused materials during the manufacturing process to employees commuting to how products are treated at end-of-life. These different stages are called *upstream* for production activities and *downstream* for post-sales activities. Building more sustainable supply and value chains will significantly impact our Scope 3 emissions, which is why our climate strategy is focused on upstream and downstream activities.



Our science-based targets for 2030

Scope 1 & 2

-80%

Scope 3

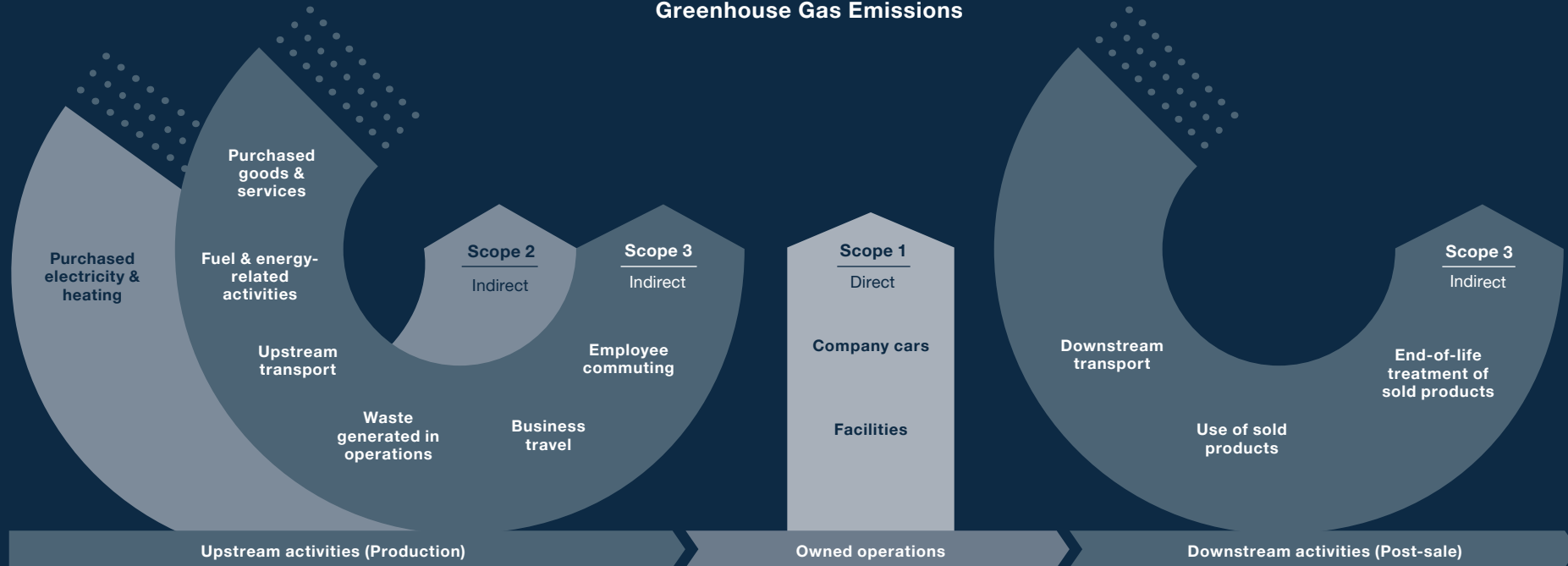
-55%

Scope 1 - 3



CO₂ CH₄ N₂O HFC_s PFC_s SF₆

Greenhouse Gas Emissions



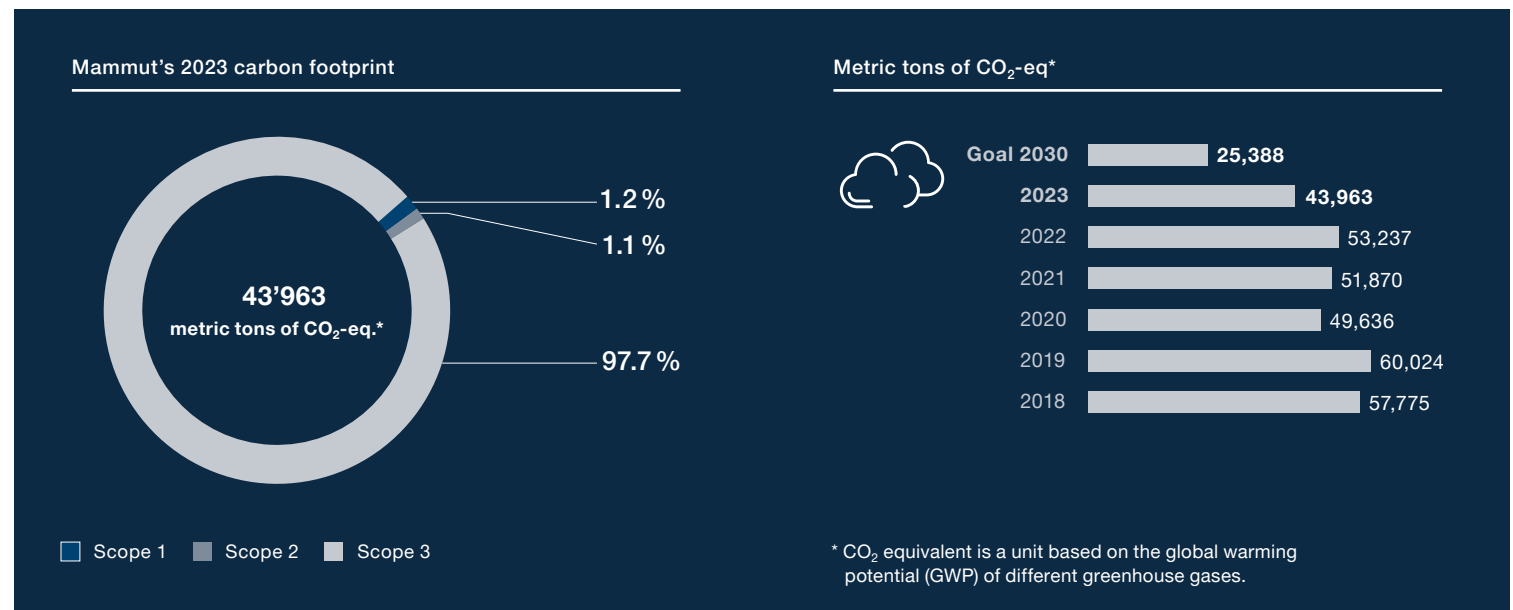
Carbon footprint



In 2023, our carbon footprint was an estimated 43'963 metric tons of CO₂-eq. This was an approximate 17% decrease from 2022 and is primarily attributed to a decrease in our upstream Scope 3 emissions.

Compared to 2022, our carbon intensity in relation to our business revenue decreased by 19% in 2023. Measuring carbon intensity is used to evaluate the environmental impact relative to the economic output of a company and to calculate how much carbon dioxide is emitted per unit of revenue generated. This helps us understand how efficiently we are using resources and whether our economic growth is coupled to an increase in emissions.

In just a few years, we have made progress in our carbon footprint data collection processes, using original data from our operations and suppliers to ensure our calculations made in partnership with Cozero technology are as accurate as possible.



In the 2022 *Responsibility Report*, there was a reporting error on our carbon footprint. In 2022, our carbon footprint for 2022 was 53,237, not 58,265 as published. This mistake is the result of a calculation error due to inaccurate emission factors.

Reducing CO₂

in our Scope 1 & 2 operations



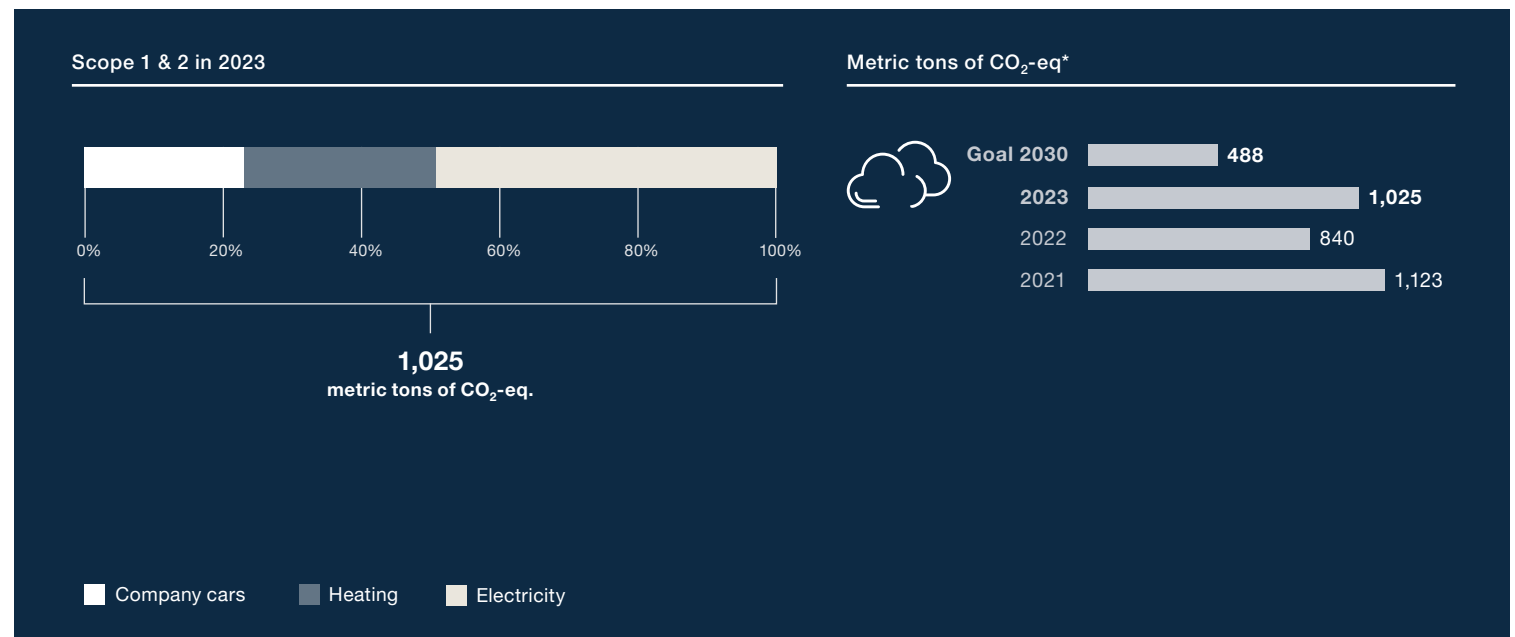
Our Scope 1 and 2 emissions accounted for 2.3% of our carbon footprint in 2023, for a total of 1,025 metric tons of CO₂-eq.

The 22% increase in emissions compared to 2022 can be primarily attributed to Scope 2 electricity use in our own operations. This was driven both by the business expansion of our operations in China and applying more accurate, market-based emission factors in our calculations for electricity purchased from the grid. When we do not have confirmation on whether or not our electricity was renewable, our calculations are based off of country averages.

2023 Priorities & highlights

Solar at German subsidiary & warehouse

Finalizing the installation of solar panels on our German subsidiary



Reducing CO₂

in our Scope 3 upstream and downstream activities



Our Scope 3 impact accounted for 97.7% of our total greenhouse gas emissions, which is why addressing these activities has the greatest potential to reduce our overall footprint.

In 2023, our Scope 3 emissions were estimated at 42,937 metric tons of CO₂ equivalent. The carbon footprint of Scope 3 subcategory Purchased goods and services is our biggest challenge in carbon accounting and we are continuously working on improving our data accuracy.

The substantial decrease in emissions compared to 2022 can be primarily attributed to the lower number of purchased products in 2023, which was a result of high inventory stocks from prior seasons. We did improve in some areas of product and logistic choices.

Other categories remained constant, excluding a significant increase in business travel, which reflects a full recovery of these activities after the pandemic.

2023 Priorities & highlights

Refined supplier strategy

Implemented climate and energy targets into our supplier strategy and supplier evaluation

Carbon accounting

Modelled Mammut-specific emission factors to better represent the impact of our materials

Lower-impact materials

Increased the use of recycled polyester, polyamide, and solution dyeing

Circularity solutions

Over 13,000 product repairs



Scope 3 emissions in 2023



42,937
metric tons of CO₂-eq.

- Purchased goods and services
- Fuel and energy related activities
- Upstream transport
- Waste generated in operations
- Business travel
- Employee commuting
- Downstream transport
- Use of sold products
- End-of-life treatment of sold products

Removing the rest: Carbon removal



As the name suggests, carbon removal is a key pillar of our climate strategy, do our best, remove the rest. Carbon dioxide removal (CDR) is a term heard increasingly because the Intergovernmental Panel on Climate Change (IPCC) stated that removals of CO₂, and not just reductions, will be necessary to achieve our climate goals.

It is important to distinguish carbon removal credits from carbon avoidance or offsetting credits, and carbon insetting. Carbon removal credits remove a quantity of CO₂ from the atmosphere that has already been emitted by an organization. Carbon avoidance credits aim to prevent CO₂ from being emitted, unrelated to product production. Carbon insetting is when nature-based solutions, such as renewable energy or regenerative agriculture, are being implemented within a brand's value chain. To reach a true

net zero on emissions generated by our products and operations, we are incorporating more carbon insetting initiatives and are investing in carbon removal credits with our partners Climeworks and Klimate.

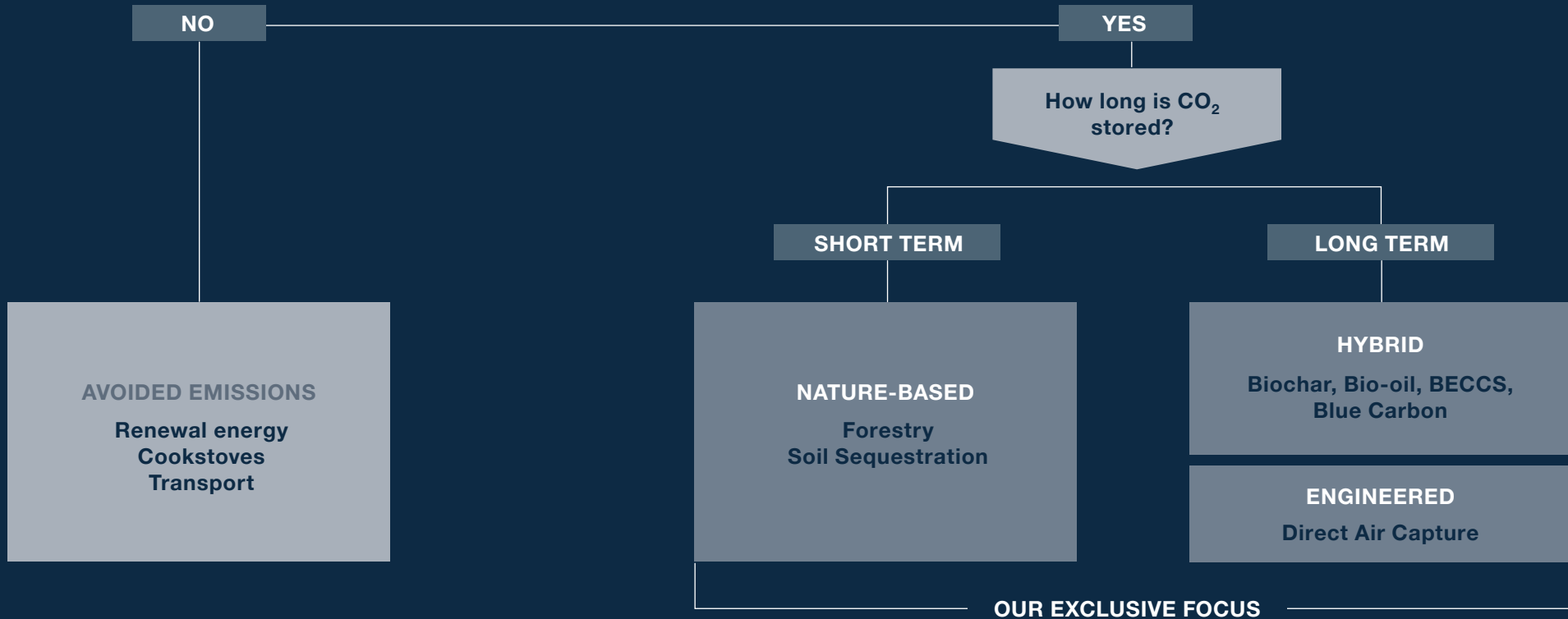
To qualify for a carbon dioxide removal credit, carbon dioxide must be removed from the atmosphere for varying lengths of time and stored out of the atmosphere in the most permanent way possible. Methods range from nature-based, to fully engineered processes, and hybrid approaches. Different CDR technologies have advantages and disadvantages, varying in price, climate impact, and co-benefits on the wider ecosystem. Co-benefits include soil sequestration, which helps to nurture healthy soil to better retain water and nutrients, or social benefits, such as community education programs and additional income for farmers.

Currently, we purchase a mix of different technologies from our partners Climeworks and Klimate. Over time, we aim to increase the share of high-performance and long-term credits.

In 2023, we purchased carbon removal credits for all emissions generated during the production and transport of our first trail running collection.



Is CO₂ removed from the atmosphere?





Compensation through carbon removal in line with Net-Zero



Compensation through conventional carbon avoidance



Carbon removal partners: Climeworks & Klimate



We decided to engage in a strategic partnership with two carbon removal credit providers, Climeworks and Klimate. These agreements give us the flexibility to choose which carbon removal projects we want to support based on location, removal technology applied, price, and other factors, however all options are underlined by strict methodology and quality.


Based in Switzerland, Climeworks specializes in direct air capture (DAC). In 2021, they built the world's first commercial DAC plant in Iceland, which is able to remove up to 4,000 tons of CO₂ per year. Climeworks' carbon credits are considered amongst the highest quality, due to their accountability, long permanence, reliability, and additionality. Due to limited capacity in its startup years, Climeworks collaborates with a few but notable partners, including Microsoft, BCG, SwissRe, and Mammut.

Despite purchasing small quantities, we have developed a strong partnership, presenting at the Climeworks Direct Air Capture Summit 2023 and our decarbonized trail running collection was shared on their media channels.

Klimate, our second partner and based in Copenhagen, follows a portfolio approach, purchasing carbon credits from multiple providers offering different methodologies. All carbon removals are assessed individually according to their due diligence process, considering co-benefits for the environment, community, and ecosystems. Klimate is highly digitalized, allowing us to monitor and publicly share our portfolio of carbon credits per project, which supports our credibility.

→ [Learn more about our carbon credit portfolio with Klimate for our decarbonized trail running collection](#)



A photograph of two ultramarathon runners, a man and a woman, running on a rocky trail in a mountainous landscape at dusk. They are wearing headlamps and hydration packs. The background features rugged, snow-dusted mountain peaks under a twilight sky. The text is overlaid on the lower-left portion of the image.

“Carbon removal is a key pillar of our climate strategy and we have developed strong partnerships with Climeworks and Klimate.”

Materials by weight and emissions



Understanding the environmental impact of materials used in our products will steer our design decisions in the future.

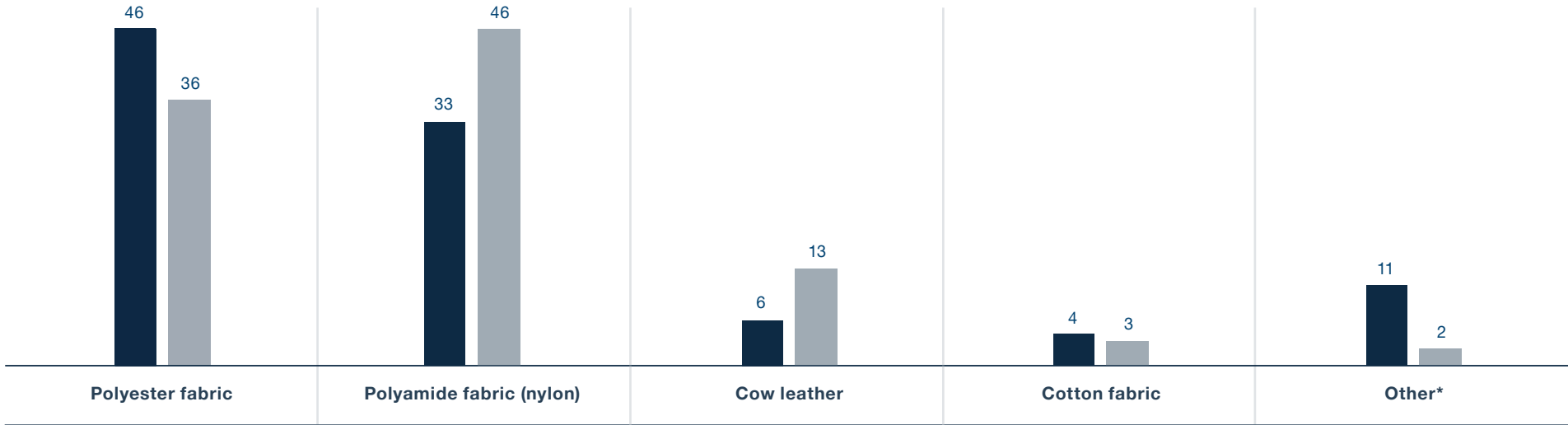
Despite working with a variety of materials, we rely heavily on fabrics made of plastics. In 2023, our most used materials were polyester and polyamide, also known as nylon. Polyester fabric was our most used material; however, it was second in total material-related emissions. Due to the yarn manufacturing and dyeing processes, the emissions per kilo for polyester are on average three times higher than for polyester insulation.

Polyamide was our second most used material, but it resulted in the highest emissions due to the production process, which requires more fossil fuels. Cow leather is among the most emission-intensive materials in our portfolio.



Attribution statement: The estimations regarding fossil fuels and greenhouse gases were calculated using the Higg MSI 3.7. They were calculated by Mammut Sports Group AG and are not third-party verified. The materials by weight calculations are based on internal estimates applying usage projections.

Materials by weight and emissions



* incl. polyester insulation, viscose, foams, wool, hemp, down, elastane, lyocell, and others

■ by weight in % ■ by emissions in %

Chemical management

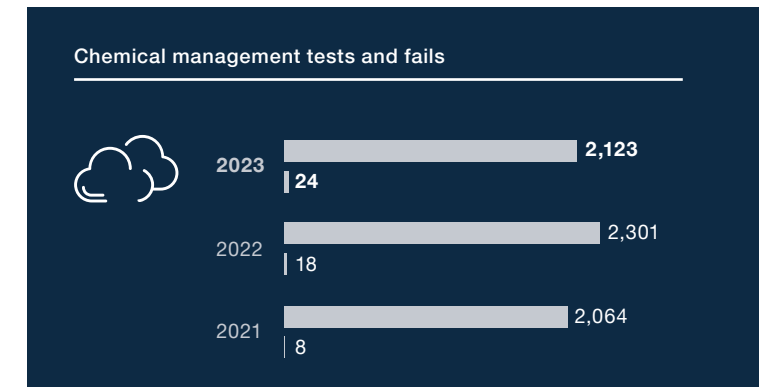


To reduce negative chemical impacts and to ensure consumer, supplier, and employee safety is maintained, we test our textiles, leather, and accessories to trace any legally restricted and/or impactful substances outlined in our internal Restricted Substances List (RSL). Our RSL often exceeds legal requirements and is based on the bluesign® SYSTEM SUBSTANCES LIST (BSSL). It is applied to all our apparel, footwear, and hardware products.

The RSL impacts materials, additives, and additional processes that are required in production. Testing also applies to our partner suppliers, who must confirm in writing any changes to their processes or materials. When this occurs, an updated agreement is signed before the collaboration can continue. Spot tests are done on individual items selected based on their risk likelihood rating. These tests are carried out by accredited labs in the production

country or upon arrival at our warehouse in Europe. When test results indicate a failure, our response plan depends on the issue identified. Production processes may be adapted, materials replaced, or articles reworked. In 2023, of 2,123 tests administered, 24 failed to pass and response plans were developed for each.

→ [Learn more about bluesign®](#)





Our chemical management system partner, bluesign®, specializes in safer and more sustainable textile production processes for improved workers' and consumers' health and safety and responsible use of resources.

A bluesign® PRODUCT is made with at least 90% bluesign® APPROVED textiles and 30% bluesign® APPROVED fastening and trim elements. Our goal is to have 90% certified bluesign® PRODUCT and bluesign® APPROVED fabric in our collection by 2025. Footwear is currently excluded from this goal because the category was still being developed by bluesign® in 2023. In 2024, we will revise our footwear bluesign® PRODUCT goals.






We have consciously chosen not to aim for 100% bluesign® PRODUCT and bluesign® APPROVED fabric because this allows us to continue collaborating with startups and up-and-coming industry disruptors who meet our standards but often lack the financial resources to have their operations certified.



In our Spring-Summer 2023 collection, 62% of our apparel products, 60% of our sleeping bags, 100% of our ropes, and 37% of our harnesses were bluesign® PRODUCT certified. 82% of our backpacks and bags were made of bluesign® APPROVED textiles.

Our Restricted Substances List is based on the bluesign® SYSTEM SUBSTANCES LIST (BSSL). Along our supply chain, all suppliers that are bluesign® SYSTEM PARTNERS follow the bluesign® SYSTEM BLACK LIMITS (BSBL), the equivalent to a Manufacturing Restricted Substance List (MRSL).

bluesign® PRODUCTS by %

	 Apparel	 Sleeping bags	 Ropes	 Harnesses	 Backpacks and bags*
Goal FW 2025 / 2026	90%	90%	100%	90%	90%
FW 2023 / 2024	71%	93%	100%	31%	77%*
SS 2023	62%	60%	100%	37%	82%*
FW 2022 / 2023	66%	65%	100%	25%	76%*
SS 2022	57%	58%	100%	31%	78%*
FW 2021 / 2022	51%	62%	100%	16%	61%*
SS 2021	52%	64%	100%	13%	62%*

* Data covers bluesign® APPROVED fabric, not bluesign® PRODUCT

Higg Facility Environmental Module FEM



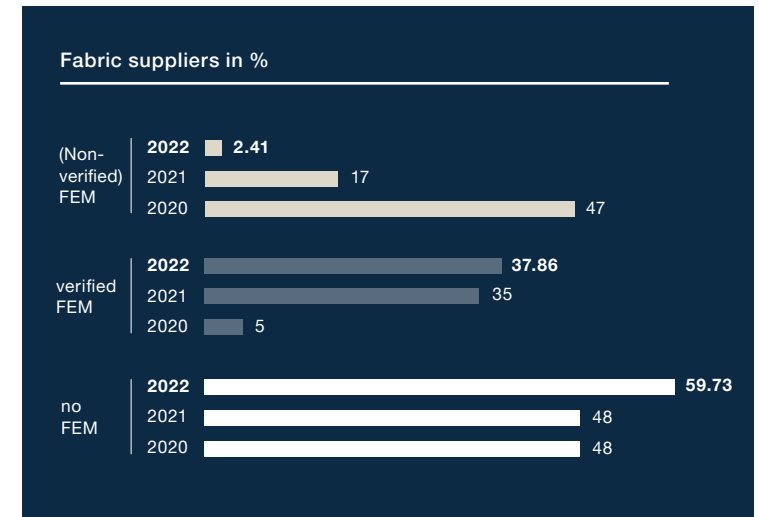
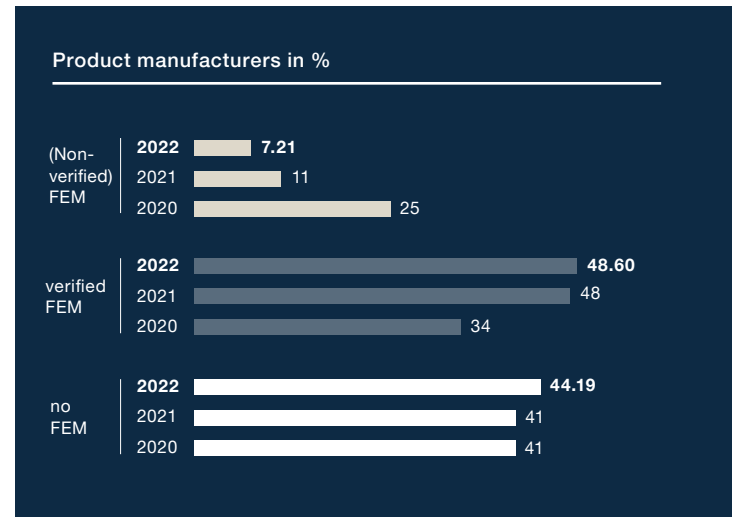
The Higg FEM is an assessment that suppliers along the value chain must complete to provide a clear picture of their operations' environmental impact.

Their results can be shared with their brand partners, such as Mammut, to have primary information about the impacts of their value chain. In 2023, 49% of our business volume came from tier 1 suppliers which completed, submitted, and verified a FEM assessment, with more than 55% having submitted a FEM assessment. With the collected data, we can measure our carbon footprint and understand how to better push for decarbonization within our supply chain.

As a part of the United Nations Framework Convention on Climate Change, we are committed to phasing out coal across our own operations and from our suppliers by 2025. We use the Higg FEM to collect information about our

suppliers' energy sources, and in 2022, 6 out of 51, or 11.8%, verified Higg FEM suppliers reported having coal as

an energy source. By 2025, we want to decrease this number to zero to achieve our coal phase-out across all suppliers.



The data above is from 2022. Higg FEM verification is conducted through the end of December of the following calendar year. FEM is not available for some hard goods manufacturers for specific products, such as helmets. The coverage percentage is based on business volume data and not on the number of supplier facilities.

PFC-free



Perfluorinated compounds, or PFCs, are a family of chemical compounds used in outdoor clothing and other applications to give products water repellency as well as stain and grease resistance.








Historically, their use has been considered crucial in products intended for mountain activities; however, in recent years, this has been reassessed due to their negative impact on both human health and wildlife. PFCs are not biodegradable and travel easily through water and wind. As a result, they have been found all over the world, from Everest Base Camp to human blood. Worldwide, legal regulations are being discussed and introduced to monitor and ultimately ban the use of PFCs. We support all these developments and have joined ChemSec, an environmental organization which specifically advocates for PFCs bans in Europe.

The use of PFCs is one of our greatest concerns and challenges. In 2016, we started the switch to PFC-free

alternatives using a short-term impact-based strategy to decide which products would be selected first. In 2023, 85% of our apparel, 77% of our accessories, 81% of our sleeping bags, 66% of our ropes, 100% of our harnesses, and 96% of our backpacks and bags were PFC-free.

In some categories, there has been an increase in the use of PFC compared to 2021 due to performance issues. New PFC-free materials have already been selected for future collections. One of the challenges we still face is providing alternatives that live up to the standard expected by customers after becoming accustomed to PFC in their gear. The durability associated with PFC products is precisely because the compounds do not readily break down. Unlike their predecessor, PFC-free Durable Water Repellents (DWR) are not yet grease or wash resistant. **Our goal is to find suitable PFC alternatives that still provide excellent performance for all of our products.**

Percentage of products that are PFC-free

	 Apparel	 Accessories	 Sleeping bags	 Packs & bags	 Harnesses	 Ropes	 Footwear
Goal FW 2025 / 2026	100%*	100%	100%	100%	100%	Under review**	100%
FW 2023 / 2024	79%	81%	92%	100%	100%	65%	20%
SS 2023	85%	77%	81%	96%	100%	66%	23%
FW 2022 / 2023	79%	81%	90%	98%	97%	70%	18%
SS 2022	85%	88%	80%	94%	98%	69%	9%
FW 2021 / 2022	72%	79%	91%	91%	100%	63%	0%
SS 2021	86%	95%	89%	89%	100%	67%	0%

* The use of PFCs will be phased out of our ski school apparel after FW25/26.

** The PFC phaseout for ropes has been initiated but requires further research and development to guarantee safety standards.

“We strongly believe mountains have the power to transform lives, connect people, and inspire greater responsibility.”



Solution dyeing



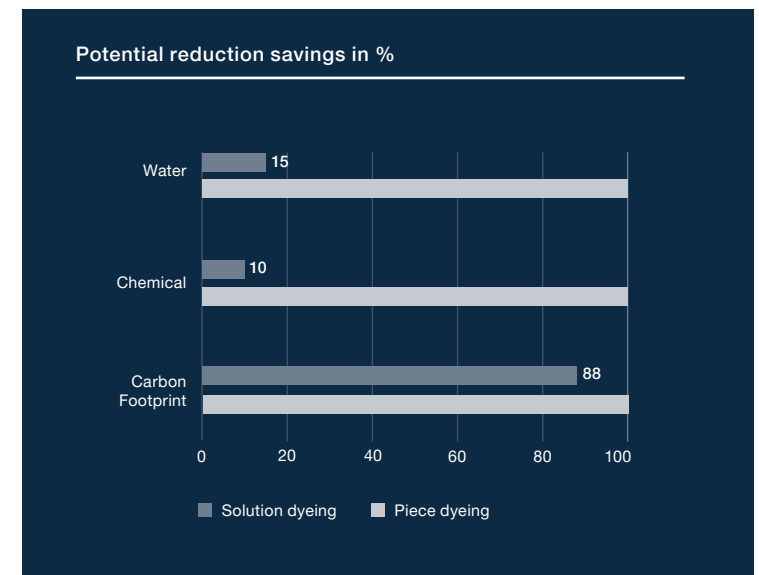
Traditional piece dyeing techniques are resource-intensive, using large dye baths that require vast amounts of water, chemicals, and energy, resulting in high carbon emissions and the potential for chemically contaminated wastewater. For a selection of our synthetic fabrics, we have introduced the solution dyeing technique, which significantly reduces water and chemical requirements and lowers CO₂ emissions.

Solution dyeing applies a fundamentally different approach to color, with the dyeing process taking place at the beginning of polyester pellets creation, before the yarn is even made, rather than with the constructed fabric. When the pellets are produced, dye is added to the polyester or polyamide granules, so the color pigment is trapped within the raw material that is later spun into yarn and knitted or woven into a fabric. This means the color is an intrinsic part of the textile, thereby retaining its color properties longer and more durably than conventional piece-dyed fabric.

Solution dyeing presents us with new challenges. Minimum order quantities are higher and production lead times are much longer than with traditional techniques. This requires us to adopt new development and bulk production processes going forward.

In 2023, we purchased 26,222 kg of solution dyed fabric from e.dye®. Based on their third-party verified data, this saved a calculated 786,639 liters of water, 13,034 kg of chemicals, and 39,335 kg of CO₂ compared to an equivalent volume of piece dye fabric. In 2023, we also bought 147,437 meters of laminates and liners from Gore of which the face, backer, or both are solution dyed. Additionally, we purchased 760,475 meters of tape with a solution dyed backer from Gore. We also purchased 9,754 yards of solution dyed fabric for our hardware department.

For the first time in 2023, we launched a base layer collection, the Selun first layers, made entirely from solution dyed fabrics.



According to third-party verified data from e.dye®, compared to traditional piece dyed fabrics, solution dyed fabrics reduce water consumption by up to 85%, chemical use by up to 90%, and CO₂ emissions by up to 12% in production.

Recycled polyester

To reduce our footprint, part of the solution is moving away from working with virgin plastics such as polyester.

Based on estimations, recycled polyester (rPET) requires 45% less fossil fuels and generates 26% less greenhouse gas emissions. While statistically impressive, the rPET supply chain is less transparent, which increases the amount of impurities, potentially decreasing the final product quality. This poses unique challenges and barriers for all our products, but particularly when reconsidering materials used in our safety equipment.

We first began incorporating rPET into our products in 1994. For our 2023 collection, 48% of our apparel, 23% of our sleeping bags, and 57% of our backpacks and bags were made with at least 50% rPET. We aim to use 95% rPET for all our polyester products by 2025, building a more resilient and circular supply chain.

Attribution statement: The estimations regarding fossil fuels and greenhouse gases were calculated using the Higg MSI 3.7. They were calculated by Mammut Sports Group AG and are not third-party verified.

Percentage of materials that are at least 75% polyester and at least half of the fiber is recycled



Apparel



Sleeping bags



Packs & bags



Footwear*

	Apparel	Sleeping bags	Packs & bags	Footwear*
Goal FW 2025 / 2026	95%	95%	95%	TBD
FW 2023 / 2024	54%	32%	32%	59%
SS 2023	48%	23%	57%	66%
FW 2022 / 2023	43%	25%	25%	41%
SS 2022	20%	22%	60%	37%
FW 2021 / 2022	38%	26%	26%	20 %
SS 2021	33%	23%	27%	0%

In the 2022 *Responsibility Report*, there was a reporting error in the recycled polyester graphic. The data only covered backpacks and bags. It did not include harnesses as published.

* Footwear: Percentage of all products containing at least 30% recycled content in one of the primary materials, not limited to polyester.

Recycled polyamide

By utilizing recycled polyamide (rPA), we are moving further away from working with virgin plastics. Based on estimations, recycled polyamide requires 34% less fossil fuels and generates 8% less greenhouse gas emissions than its virgin counterpart.

Unlike rPET, the recycled polyamide supply chain is in its infancy stages. rPET uses bottles from the food industry, whereas polyamide is not as widely used in commodity goods, making rPA less readily available.

Our use of recycled polyamide is still limited due to the market lack of fine yarn which meets our technical specifications and quality demands. rPA use in hardware is higher because we are able to work with thicker yarns. We are watching industry advancements on rPA and will extend its use when possible, working towards a more circular economy.

For the time being, we have set our focus on purchasing post-consumer recycled polyamide. This means material that has already seen a use compared to pre-consumer polyamide waste. Pre-consumer polyamide includes factory offcuts and other material or products that became waste before reaching an initial consumer.

For our Fall-Winter 2023 / 2024 collection, 27% of our apparel, 13% of our sleeping bags, and 47% of our backpacks and bags were made with at least 50% rPA in their primary materials. To build a more resilient supply chain, our goal for 2025 is to use 30% rPA for our apparel polyamide products, 25% for our sleeping bags, and 60% rPA for our packs and bags.

→ Learn more about our recycled polyamide projects in **Close the Loop**

Attribution statement: The estimations regarding fossil fuels and greenhouse gases were calculated using the Higg MSI 3.7. They were calculated by Mammut Sports Group AG and are not third-party verified.





Percentage of materials that are at least 75% polyamide and at least half of the fiber is recycled



Apparel



Sleeping bags



Packs & bags

	Apparel	Sleeping bags	Packs & bags
Goal FW 2025 / 2026	30%	25%	60%
FW 2023 / 2024	27%	13%	47%
SS 2023	6%	0%	33%
FW 2022 / 2023	17%	12%	41%
SS 2022	2%	0%	34%
FW 2021 / 2022	10%	13%	0%
SS 2021	0%	0%	0%

Microfibers



As our high-performance garments and goods are made up primarily of synthetic materials, we must consider the impact of microfiber shedding.

Even with recycled polyester, minuscule plastic fragments called microfibers can disconnect from the garments and enter waterways. Their extremely small size creates challenges for collection, and their durability, which is part of their original design and intention, makes them incredibly persistent.

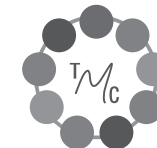
To address this issue, we have been a signatory of The Microfibre Consortium (TMC) since 2017. The group's aim is to mitigate the existence and impacts of microfiber shedding through solutions such as improving textile design and water filtering systems. The consortium bridges the gap between the latest academic research and commercial textile supply chain production and



launched the Microfibre Roadmap and Microfibre 2030 Commitment in 2021. As a member, we are committed to implementing state-of-the-art technologies once they hit the market, taking part in industry exchanges, and applying TMC's test protocols.

As part of our material development and approval process since 2022, we have continued to submit our developing fabrics to TMC's test protocol and database.

→ [Learn more about the Microfibre Consortium](#)



Organic cotton



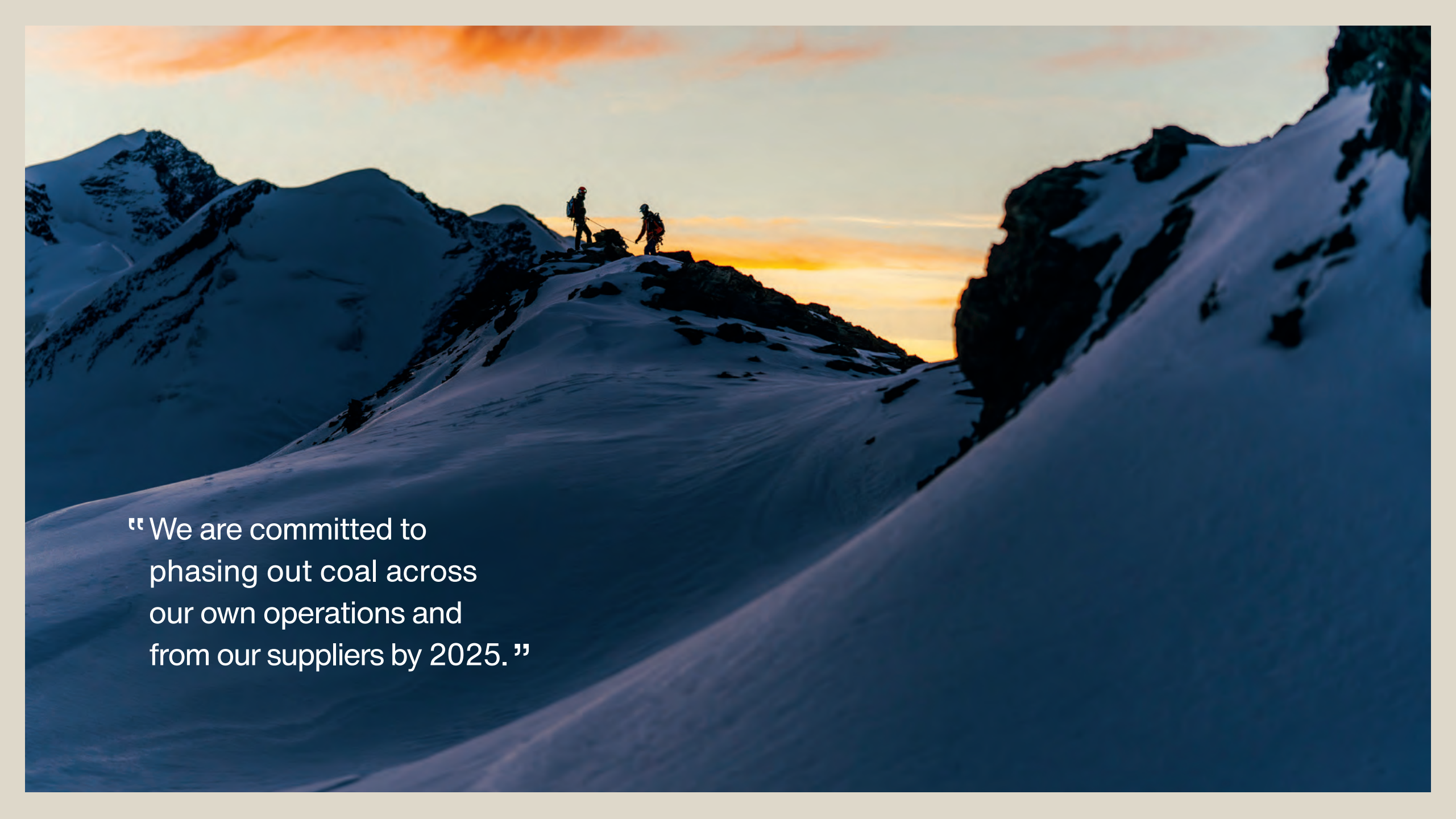
Organic cotton is grown without the use of synthetic fertilizers, pesticides, herbicides, or genetically modified organism (GMO) seeds, promoting good soil management practices and cultivating biodiversity. Although cotton is not one of our primary textiles, we started using organic cotton in 2009, and our goal is to use 100% organic cotton by 2025. The primary challenge with this shift is availability and supply shortages.

We prioritize Global Organic Textile Standard (GOTS) certified cotton in our sourcing when available. GOTS was founded by Organic Trade Association (OTA, USA), Internationaler Verband der Naturtextilwirtschaft (IVN, Germany), The Soil Association (UK), and Japan Organic Cotton Association (JOCA, Japan). GOTS emerged from the need to unify individual processing standards for organic textiles, ensuring international recognition. Covering everything from raw material harvesting to environmentally

and socially responsible manufacturing, GOTS-certified textiles offer credible assurance for brands and consumers.

In summer 2023, 89% of the cotton in our apparel collection was organic, 100% of which was GOTS certified.





“We are committed to phasing out coal across our own operations and from our suppliers by 2025.”

Biodiversity



Biodiversity is the backbone of life on our planet. Under increasing threat due to the climate crisis and exploitative and degenerative business and farming practices, our ecosystems need additional protection.

Since 2006, we have been members of the European Outdoor Conservation Association (EOCA), a charity organization that works in partnership with companies in the outdoor industry. Funded by membership and other activities, the EOCA and its members support conservation, protection, and regeneration projects around the world. In 2023, €555,000 was committed to conservation by the EOCA, supporting 16 new projects in 11 different countries.

An example project that received funding from the EOCA in 2023 was the Outdoor Access Trust for Scotland with an erosion project at An Teallach. The deep corries, sheer cliffs, and jagged ridge of the mountain support a rich

variety of upland heath and grassland habitats with nationally rare plant species. Outdoor Access Trust for Scotland and Mountaineering Scotland will restore paths using local

rock materials, thereby deterring further erosion, preventing further loss of biodiversity, and allowing habitat recovery in the eroded areas.



Product collaboration: Mammut x UNLESS Collective



UNLESS

We teamed up with the US-based brand, UNLESS Collective for a second time in 2023 to create a limited-edition hoodie and T-shirt for International Mountain Day. The mini-collection was 100% plant-based, containing no plastics or synthetic fibers, including in the thread, label, and print dyes, and the cotton used was grown in the USA and is trackable. The graphics, designed by Swiss artist Moreno Morger, is a commentary on humanity's impact on mountain ecosystems. All profits from the sale of the Mammut x UNLESS collection will be donated to Protect Our Winters Switzerland.

→ Learn more about POW in **Community engagement**



Shipping & freight



Logistics account for 6.8% of our overall environmental impact, a considerable percentage. While most of our freight travels by sea and truck from and in Asia and Europe, we still rely on air freight, which contributes disproportionately to our total transportation emissions.

Similar to 2021 and 2022, global supply chains remained unstable. Uncertainty remained high due to the ongoing Russian war in Ukraine, inflation risk, and the deceleration of global demand. Conflict in the Middle East led to blockage of the Suez Canal at the end of 2022, which increased delivery lead times to Europe in early 2023. Strikes and labor shortages continued, adding to the complexity of managing our logistics and distribution efficiently.

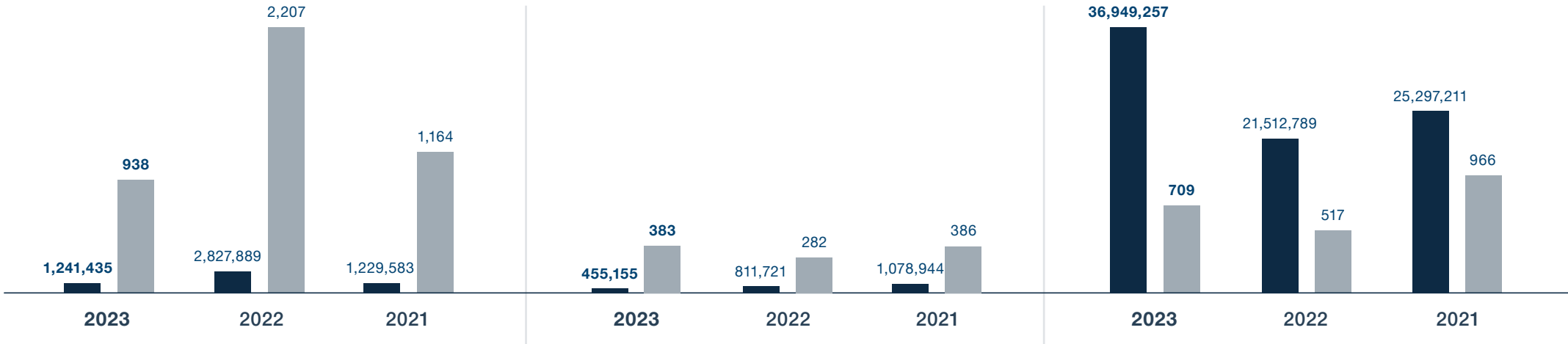
Despite these challenges, along the entire value chain, we continued to build resilience with our supply chain risk monitoring. Taking volatile lead times and capacity fluctuations from suppliers and freight forwarders into consideration, we improved our demand and supply planning capabilities. Our refined supplier strategy enables us to be more flexible and minimize dependencies, all while managing product availability. A key factor to our success has been our dual partner strategy with a commitment to backing each other

up in case of emergency for our primary shipping lanes. This ensures continuous capacity availability, cost benchmarking, and high service levels.

We still see room for improvement for consolidation of shipments and direct deliveries, particularly towards Asia and North America. Timely delivery, additional cost, and emission reduction need to be balanced. To identify risk and opportunities even earlier than today, we intend to further improve supply chain visibility and tracking capabilities.

In 2023, emissions from air shipments decreased by 57%, whereas emissions from sea and road transportation increased by 37% and 36%, respectively. Overall, emissions from upstream transportation decreased by 32%, reflecting the shift towards more sustainable transportation modes.

Logistics & transportation emissions



Air



Road



Sea

2023: 2,030 metric tons CO₂-eq.
 2022: 3,006 metric tons CO₂-eq.
 2021: 2,669 metric tons CO₂-eq.

■ tkm = Ton-kilometer is a unit of measurement that represents the transport of one metric ton of goods over the distance of one kilometer.

■ ton CO₂-eq. = Ton carbon dioxide equivalent measures the impact of greenhouse gas emissions.

Packaging

Plastic bags and cardboard boxes protect goods from dirt, moisture, and harm during transportation from the factories where they were produced, to ports, logistical centers, and stores.

While plastic and cardboard packaging materials have their own impact, the footprint of items damaged irrevocably during transport before their first use by a consumer is higher. We aim to reduce the impact of our packaging where we can.

Cardboard and plastic packaging

All our cardboard is made from 100% recycled materials and is fully recyclable. To decrease overproduction and waste, we simplified our printed packaging, reduced the size of individual packaging, and completely removed plastic and plastic films wherever possible in 2022. We have since designed a responsibility hangtag to inform consum-

ers about each product's specific social and environmental attributes. While we recognize the irony of creating a new hangtag to explain how we are reducing the impacts of our products, the aim is to empower consumers to make informed purchase decisions. Additionally, we reduced the total impact by decreasing the size of our hangtags.

European Outdoor Group's Single Use Plastic Project

Through the EOG, we work with over 30 brands and retailers to take responsibility for single-use plastic packaging. If we relied solely on customers, under the best of circumstances, only a fraction of bags would be recycled. The Single Use Plastic Project vision is to remove customers from the waste equation and manage these plastics' disposal with our peers in the industry.

To test this solution, the first step was stopping the use of sealant and print on single-use bags. Without ink or glue

residue, plastic recycling is more efficient. As an industry, we can then create a stream of pre-sorted, homogenous plastics to be distributed to specific, trusted recyclers across Europe. Instead of ending up in landfills or incinerators, this material can then be used for new products. Since 2021, we have removed poly bags from products before sending them to our own stores and outlets. The poly bags are then sent to a local recycler that processes them into high-quality re-granulates. We are still planning on expanding this process, but continue to face logistical and resource challenges regarding how bags will be physically removed.



Internal operations



Electricity consumption

Our headquarters in Switzerland is powered by hydropower, and our German stores and warehouse are also solely reliant on renewable electricity. In 2022, we installed solar panels at our German subsidiary and warehouse, with an expected capacity of over 1 million kWh per year, which will create an estimated 45% self-sufficiency for these buildings. 60% of the total electricity generated will be surplus and fed back into the grid. In 2023, we finalized the installation of the solar panels. Unfortunately, we experienced difficulties accessing transformers large enough for voltage, which has delayed its activation.

Solar panels

installed on German warehouse



Commuting

In 2023, our corporate responsibility team initiated a global commuting survey to measure the CO₂ footprint produced by our employees commuting daily from their homes to our global offices. 58% of all survey participants commute via lower-impact means of transportation, such as public transportation, by foot, by bike, or by e-bike. Our team in China has the highest share of commuting by public transportation.

Employee transportation survey

conducted globally





Ethical production



Unsafe working conditions and poverty wages in the garment and hard good industries are a root cause of social injustice, which gravely impacts women who work in factories.

When local laws and customs can increase the risk for human rights violations, a strict due diligence approach and partnerships with independent auditing organizations, such as the Fair Wear Foundation, and joint audits with

industry peers help us build accountability in addressing these challenges. To systematically improve workplace conditions in our supply chain, we also rely on long-term relationships with our suppliers to create a more even demand for workers despite the seasonality of collections. Over 93,000 individuals work for our tier 1 and tier 2 suppliers, which produce goods for a variety of brands. Based on our purchasing value, we calculate 4,460 people work on our production, 78% of which are women.

Production in context



Social risks in production



Seasonal overtime

The fashion industry produces summer and winter collections, which results in every retailer around the world expecting to receive their collection items at the same time. Retailers place their orders after the trade shows, six months before the season launches in-store. This causes a rush to order fabrics and make the required quantity of garments in time for the retail release.

Minimum wage

Most countries define a legal minimum wage, and by referring to third party audits and wage surveys, we can be confident that our primary suppliers pay their workers the required minimum wage. Problems have however occurred with minor suppliers. This is typically related to piece work, temporary workers, and wage averages when there are temporary layoffs. Payment of public holidays or overtime premiums often follow local customs rather than strict adherence to law.

Union culture and regulation

When a factory supplies to us, we require that all workers be permitted to join a union and engage in collective bargaining without consequence. The reality is that in certain countries, local customs and laws can restrict union activities and other forms of worker representation. Our partner,

Fair Wear, evaluates the status of unions in each factory audit and communicates overarching issues in country reports.

Occupational health and safety

Occupational health and safety (OHS) issues are often identified during audits and factory visits. Along with local quality specialists, our team members who frequently visit factories are prepared to routinely check for OHS infringements in work processes, environment, and use of personal protective equipment (PPE). To prevent OHS shortcomings from recurring, OHS training of management, supervisors, and workers is key.



Preventative measures in production



Increasing lead times

To address overtime, we have agreed lead times with each supplier for each type of product and share detailed forecast information early in the production cycle.

Specialized inspectors

When our partners at Fair Wear Foundation conduct an audit, a document inspector is always included. This inspector is responsible for reviewing factory contracts, training certificates, and vacation records. They also verify if the factory procedures comply with local laws and International Labour Organisation standards.

Audit collaboration

Multiple brands often work with the same supplier or in the same region. To build industry alignment and accountability and to increase efficiency and impact, brands can pursue factory audits together. This coordinates requirements, reduces overlap, and facilitates more thorough implementation of Corrective Action Plans.

Long-term contracts

Changing the status quo requires strong relationships. By having long-term supply contracts with partners who comply with the values in the outdoor industry, we can achieve and maintain high social and human rights standards across our sector.



Fair Wear Foundation



Fair Wear Foundation is a multi-stakeholder initiative dedicated to improving working conditions in the garment and soft goods industry.



As an independent verification body and training facilitator, Fair Wear audits member companies' production practices and their tier 1 sewing suppliers and subcontractors and encourages exchange between brands, factories, and workers. Fair Wear also offers training for factory workers and management, shifting the power imbalances that have been intrinsic to the industry for decades. In some countries, additional training modules, such as harassment and age verification during recruitment, are covered.

Our organization and suppliers must comply with Fair Wear's Code of Labour Practices (CoLP), which is based on the International Labour Organisation conventions and the Universal Declaration of Human Rights. For workers, this means employment is chosen freely, freedom of association and the right to collective bargaining, no discrimination in employment, no exploitation of child labor, a living wage, reasonable working hours, safe and healthy working conditions, and a secured legally binding employment relation-

ship. If a violation is found, we create a Corrective Action Plan, which is taken into account by Fair Wear in our Brand Performance Check (BPC).

Brand Performance Check

A Brand Performance Check is conducted each year, auditing our procedures, activities, and reporting, and results are published publicly on both our own and Fair Wear's websites. We are proud to have been recognized by Fair Wear for our efforts to promote industry collaboration, where we have encouraged other brands to pursue joint audits at shared facilities to help us collectively address these massive challenges. In alignment with new laws being implemented in Europe, the new Fair Wear assessment is based upon the Organisation for Economic Cooperation and Development (OECD) *Due Diligence Guidance for Responsible Business Conduct*.

Results of the Brand Performance Check are categorized as Leader, Good, or Needs Improvement. We aim to monitor at least 95% of our textile supply chain. **After monitoring 97.4% of our supply chain in 2023, our ranking remained at Good.**

We have developed a plan to regain Leader status and are actively working on this. In 2023, we updated our Fair Wear handbook for buyers and quality management staff and we published our Responsible Business Conduct policy.

→ Learn more in **Responsible Business Conduct**

→ Learn more in **Due diligence approach**





The 8 elements of Fair Wear's Code of Labour Practices

1



**Employment
is freely chosen**

2



**Freedom of association and the right
to collective bargaining**

3



**No discrimination in
employment**

4



**No exploitation of
child labour**

5



**Payment
of a living wage**

6



**Reasonable
hours of work**

7



**Safe and healthy working
conditions**

8



**A legally binding
employment relationship**

Due diligence approach



To ensure we maintain the highest ethical standards when it comes to our workers and those of our suppliers, we follow Fair Wear's Human Rights Due Diligence Policy. In addition to Fair Wear's Brand Performance Checks, our team does factory visits to confirm ethical production. These audits are prioritized based on suppliers who account for 2% or more of our sewn products.

All garment manufacturers involved in our textile and soft goods production commit to enforcing Fair Wear's Code of Labour Practices. To ensure workers are informed and supported, we provide our suppliers with posters in their local languages that explain how to file complaints either locally or directly with Fair Wear. These posters must be clearly displayed inside the factory. During our regular supplier visits, our purchasing and quality staff verify whether this is the case. If there is a breach, individuals can file complaints either to the factory management or

directly to Fair Wear by emailing complaints@fairwear.org. Should the individual feel safer, they can make complaints anonymously. When we receive a complaint or a problem is identified during an audit or visit, a Corrective Action Plan (CAP) is created to outline the issue and the steps that will be taken to address it.

Auditing partners and direct remediation

To allow us to invest more in direct remediation, we decided in 2023 to accept a wider range of third-party audits in factories of suppliers with long-standing partnerships. In the past, we only accepted audits from Fair Wear, Sumations Sustainable Management Solutions, and Social Accountability International SA8000 Standard (SAI SA8000). Today, we also accept audits from the Social & Labor Convergence Program (SLCP), The Higg Facility Social Labour Module (FSLM), Sedex Members Ethical Trade Audit (SMETA), and amfori Business Social

Compliance Initiative (amfori BSCI). By having more auditing partners, we can optimize our fees, leaving budget which is now allocated in direct remediation, such as the International Accord for Health and Safety in the Textile and Garment Industry, formerly known as the Bangladesh Accord, which we joined in 2023.

In 2023, we also began talks with ILO and GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), which launched the Employment Injury Scheme Pilot (EIS Pilot) in Bangladesh. The program covers four million tier 1 workers and provides compensation for people or dependents of people permanently disabled or deceased by work-related injuries. Each brand contribution is set at 0.019% of its purchasing value. We will make our first contribution in 2024.

→ Learn more about **the International Accord**

Complaints

Over 14 years, we have processed 37 individual complaints with some covering multiple topics, totaling 67 issues. Complaints were made about overtime payment & wages (23), reasonable working hours (20), unfair dismissal (7), safe and healthy workplaces (6), sick leave and insurance issues (6), union disputes (2), worker discrimination (2), and underaged workers (1). Two of the complaints made around unfair dismissal and insurance issues were not upheld, meaning the employer was within their rights. Fair Wear publishes all complaints on their website, excluding those in China due to legal restrictions.

Similarly to 2023, our focus for 2024 lies in expanding our due diligence process to include a gender lens and further emphasis on promoting freedom of association, as well as remediation of any recurring issues.

In the *2022 Responsibility Report*, there was a reporting error on the number of people working for our tier 1 primary suppliers. In 2022, approximately 86,000 people worked for our tier 1 suppliers, not 35,000 as published.

For more on Fair Wear's specific findings in each country we source from, review

→ [Country-by-country reporting](#)



Higg Facility Social and Labour Module FSLM



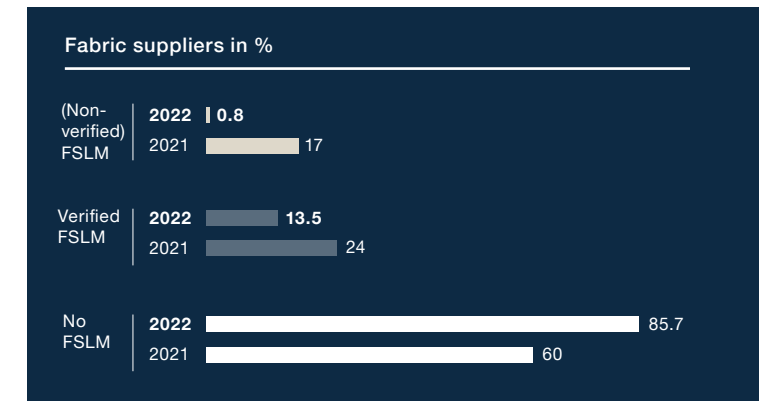
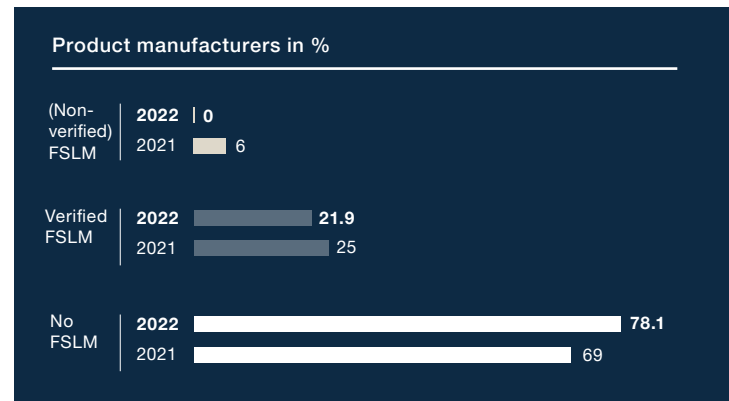
The Higg Facility Social Labour Module (FSLM) is conducted by individual suppliers and assesses the social impact of manufacturing, reviewing topics such as wages, working hours, health and safety, and employee treatment.

This auditing tool is particularly important for us in maintaining accountability with our tier 2 fabric and components suppliers, as they are not covered by the Fair Wear system. Nevertheless, to easily benchmark and reduce double-auditing between the FSLM and Fair Wear and between tier 1 and tier 2 suppliers, we strongly suggest that all our partners undertake the FSLM and verify the results with an independent body. We currently have low coverage of our suppliers for the FSLM and want to increase this in the coming years.

With our verified FSLM data, we identified that our tier 2 material supplier facilities perform lower in comparison to our tier 1 sewing and final product assembly factories on

social Management Systems, which assess their governance structure, documentation, and policy documents. By 2025, we want to reach a minimum of 75 out of 100 through closer engagement and further support in establishing clear

policies and structured documentation about the social well-being of our supplier's employees. In 2023, the median score of our tier 2 facilities in Management Systems increased to 73 out of 100, compared to 57 out of 100 in 2022.



The data above is from 2022. Higg FSLM verification is conducted through the end of December of the following calendar year. FSLM is not available for some hardgoods manufacturers for specific products, such as helmets. The coverage percentage is based on business volume data, not on the number of supplier facilities.

International Accord



Designed to build a safer and healthier industry, the Accord on Fire and Building Safety in Bangladesh was created in 2013 as an independent, legally binding global framework agreement between brands, retailers, and trade unions.

In 2021, a new International Accord for Health and Safety in the Textile and Garment Industry was launched. Covering 2.2 million workers employed by over 1,500 factories in Bangladesh and 500 in Pakistan, signatories commit to disclosing all factories producing for them in countries with International Accord programs. Additionally, signatories must ensure all listed factories participate in inspection, remediation, and safety training programs, support

factories to ensure remediation is financially feasible, and contribute to the operational costs of International Accord programs.

Each factory is inspected annually for building structure safety, electrical circuitry, fire safety, and boiler room safety. The Ready-Made Garment Sustainability Council (RSC) performs the audits and ensures the required safety upgrades are completed.

In response to our purchasing value increase in Bangladesh, Mammut joined the International Accord and the Country-Specific Safety Program (CSSP) for Bangladesh in 2023.

Audit Alliance for Hard Goods



The European Outdoor Group Audit Alliance for Hard Goods (EOG AAHG) was founded in 2019 by Mammut and Salewa (Oberalp) to apply the same principles as Fair Wear to metallic and electronic hard goods.

The EOG working group is now comprised of nearly all hard goods industry leaders, including Black Diamond, Edelrid, Leki, Mammut, Petzl, Oberalp (Salewa), Ortovox, and Scott Sports, with Decathlon joining in 2023. The AAGH oversees 98% of our metal suppliers by value.

The initial focus of the AAGH was to arrange social audits at metal product factories in Taiwan, where there was a known problem with migrant workers from Indonesia, Thailand, and Vietnam being charged high fees by employment agents and living in unsafe dormitories. The group identified three shared suppliers in Taichung, Taiwan, and shared the costs to run a social audit together with Elevate. Fair Wear also

acted as a consultant and Collective Action Plans were defined, with one brand holding responsibility for it on behalf of the group per factory.

In 2023, the AAGH focused on research around foreign migrant workers.

Worker well-being



In our tier 1 and 2 level supply chain, we estimate there are approximately 4,460 people, 78% of which are women, working on our products. We take our responsibility to advocate for these workers' well-being seriously, which is why we identify and share best practices with suppliers.

For our 2023 Supplier Summit, we launched our *Improving Worker Well-Being* booklet. Printed in English, we also prepared the document as PDFs in 19 languages to make it accessible for workers around the world. In it, we outlined our approach, which was based on Maslow's Hierarchy of Needs.

Workplace improvements begin by examining and improving the physiological and safety aspects of the workplace. Risk analysis is conducted to identify safety hazards, and solutions are implemented to mitigate or eliminate dangers.


Guards, barriers, and personal protective equipment (PPE) will reduce accidents. Floor markings and clear signage encourage cleanliness and tidiness and can also optimize workflows.

Once immediate hazards are appropriately managed, the next phase is improving everyday well-being, which impacts long-term health and contentment. Ergonomic seating and workplace design reduce fatigue and muscle strain. Noise reduction, good air quality, and controlled temperature also improve comfort. With the increasing average age of workers, ergonomics and good lighting have more relevance. Additionally, having flexible hours and childcare options enables mothers to continue working.

The next step is to look at the company culture. A clear company purpose creates a shared vision. When supervisors and team leaders understand the strategy, they are

enabled to make better decisions daily. Together, purpose and strategy help to build team spirit, motivating employees and boosting retention and recruitment.

We are proud of the reception of the *Improving Worker Well-Being* booklet. Kadena, one of our suppliers located in Bangladesh, made eight posters based on the booklet and by February 2024, had trained 5,000 workers on its contents. In 2024, we will create country-specific guides for Bangladesh and Vietnam.

A photograph of two skiers on a snowy mountain peak. The skier on the left is wearing a bright orange jumpsuit and a helmet with a Red Bull logo. The skier on the right is wearing a black and tan jumpsuit. Both are holding ski poles and have their skis on their backs. The background shows a vast, snow-covered mountain range under a clear sky.

“The mountain environments we love are changing. As an organization, we have a responsibility to respond.”

Sourcing by country for sewn goods

- Minor non-compliance found and quickly resolved, or no problem found.
- Major non-compliance found and resolved. Recurring problems.
- Major or critical non-compliance found. Recurring problems.

Supplier rating on country level

Based on audit results of the Mammut supply chain, common social problems are indicated per country by traffic light dots.

Fair Wear Countries 2023	1. Free employment	2. Freedom of association	3. No discrimination	4. No child labor	5. Legal wage	6. No excessive overtime	7. Factory health & safety	8. Working contracts & social security	2023 Mammut purchasing value in %	2022 Mammut purchasing value in %	2021 Mammut purchasing value in %
Vietnam	●	●	●	●	●	●	●	●	61.1%	69.0%	49.6%
Bangladesh	●	●	●	●	●	●	●	●	18.4%	10.1%	14.6%
China	●	●	●	●	●	●	●	●	12.4%	12.1%	19.7%
Romania	●	●	●	●	●	●	●	●	2.9%	4.0%	2.4%
Latvia	●	●	●	●	●	●	●	●	2.0%	0.7%	2.3%
Türkiye	●	●	●	●	●	●	●	●	1.2%	1.3%	0.9%
Lithuania	●	●	●	●	●	●	●	●	1.2%	0.9%	2.5%
Germany	●	●	●	●	●	●	●	●	0.7%	0.5%	1.2%
Taiwan	●	●	●	●	●	●	●	●	0.1%	0.5%	0.3%

Country-by-country reporting for sewn goods

Vietnam		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5.1 Legal Wage	5.2 Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
35016	Apparel	●	●	●	●	●	●	●	●	●
13780	Footwear	●	●	●	●	●	●	●	●	●
14342	Apparel	●	●	●	●	●	●	●	●	●
7371	Apparel	●	●	●	●	●	●	●	●	●
5869	Footwear	●	●	●	●	●	●	●	●	●
3919	Apparel	●	●	●	●	●	●	●	●	●
10768	Hardware	●	●	●	●	●	●	●	●	●
7219	Footwear	●	●	●	●	●	●	●	●	●
35694	Hardware	●	●	●	●	●	●	●	●	●
11333	Hardware	●	●	●	●	●	●	●	●	●
3268	Hardware	●	●	●	●	●	●	●	●	●
3277	Apparel	●	●	●	●	●	●	●	●	●
12320	Apparel	●	●	●	●	●	●	●	●	●
9415	Apparel	●	●	●	●	●	●	●	●	●
34137	Apparel	●	●	●	●	●	●	●	●	●
9857	Apparel	●	●	●	●	●	●	●	●	●
10014	Apparel	●	●	●	●	●	●	●	●	●
3287	Apparel	●	●	●	●	●	●	●	●	●
10013	Apparel	●	●	●	●	●	●	●	●	●
5414	Footwear	●	●	●	●	●	●	●	●	●
7504	Apparel	●	●	●	●	●	●	●	●	●
2935	Apparel	●	●	●	●	●	●	●	●	●
4568	Apparel	●	●	●	●	●	●	●	●	●
10081	Apparel	●	●	●	●	●	●	●	●	●
3922	Apparel	●	●	●	●	●	●	●	●	●

VIETNAM

Mammut has sourced from Vietnam for 26 years. Often there are challenges in Vietnam with proving legally binding employment relationships. Vietnamese law specifies detailed requirements for employment contracts, but factories often fail to include them. In these instances, we ask suppliers to adapt by complying with the local laws.

For the outdoor industry, manufacturing in Vietnam has expanded dramatically in recent years. In 2012, 10% of our textile production took place in Vietnam. In 2023, 61.1% of our textile production took place in Vietnam, making it Mammut's largest production country. Our overall purchase value in the country reduced however by 31% in 2023.

2023 saw a dramatic reduction of production in footwear and backpacks because retailers and brands had excessive inventories. This resulted in many factories downsizing and overtime being low.

We identified the following points for Vietnam in 2023:

- 2. Freedom of association – There is only one legally recognized trade union organization in Vietnam and workers do not have the right to establish a union of their choice. Factory management often distrust unions.
- 5. Legal wage – Vietnam has complex labor laws, and audits have often found violations such as severance and sick pay not being paid or being paid late.
- 7. Factory health and safety – Vietnamese labor law specifies health checks for workers in hazardous occupations every six months, and many jobs in sewing factories are considered hazardous. Audits often find failures to comply with these regulations.

Country-by-country reporting for sewn goods

Bangladesh		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5.1 Legal Wage	5.2 Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
5285	Apparel	●	●	●	●	●	●	●	●	●
5843	Apparel	●	●	●	●	●	●	●	●	●
35178	Hardware	●	●	●	●	●	●	●	●	●

BANGLADESH

In Bangladesh, all our partner factories have been specifically audited for fire and building safety by the International Accord or Nirapon, and all have completed the resulting Corrective Action Plan. Units producing for Mammut were also audited by Fair Wear Foundation. Mammut also signed the International Accord and the Bangladesh Child Sensitive Social Protection (CSSP) in 2023.

In 2023, production in Bangladesh increased by 43% due to the onboarding of suppliers Kadena and Eusebio. This made Bangladesh Mammut’s second largest textile production country with 18.4% of total purchases.

We identified the following points for Bangladesh in 2023:

- 7. Factory health and safety – Fair Wear Foundation requires additional fire and building safety audits in accordance with the Bangladesh Accord. Both factories we work with have been audited and corrective actions are taking place on the agreed timeline.
- 7. Factory health and safety – Harassment of women is a serious concern and the auditors raised concerns regarding supervisors shouting at workers. In response, training for supervisors was arranged.

Country-by-country reporting for sewn goods

China		1. Free Employment	2. Freedom of Association	3. No Discrimination	4. No Child Labor	5.1 Legal Wage	5.2 Living Wage	6. No Excessive Overtime	7. Safety & Health (Factory H&S)	8. Working Contracts & Social Security
4591	Apparel	●	●	●	●	●	●	●	●	●
5304	Apparel	●	●	●	●	●	●	●	●	●
2448	Hardware	●	●	●	●	●	●	●	●	●
3267	Hardware	●	●	●	●	●	●	●	●	●
4575	Apparel	●	●	●	●	●	●	●	●	●
8326	Hardware	●	●	●	●	●	●	●	●	●

CHINA

In 2019, the United Nations Human Rights Council condemned China for mass detention and cultural re-education of Muslim Uyghur people in Xinjiang. In 2020, the United States of America banned imports from the Xinjiang region, and in 2021, the European Union and the United States imposed sanctions. There are also concerns about the treatment of ethnic minorities under the poverty elimination policy. We have zero production in Xinjiang and do not use cotton originating from the region.

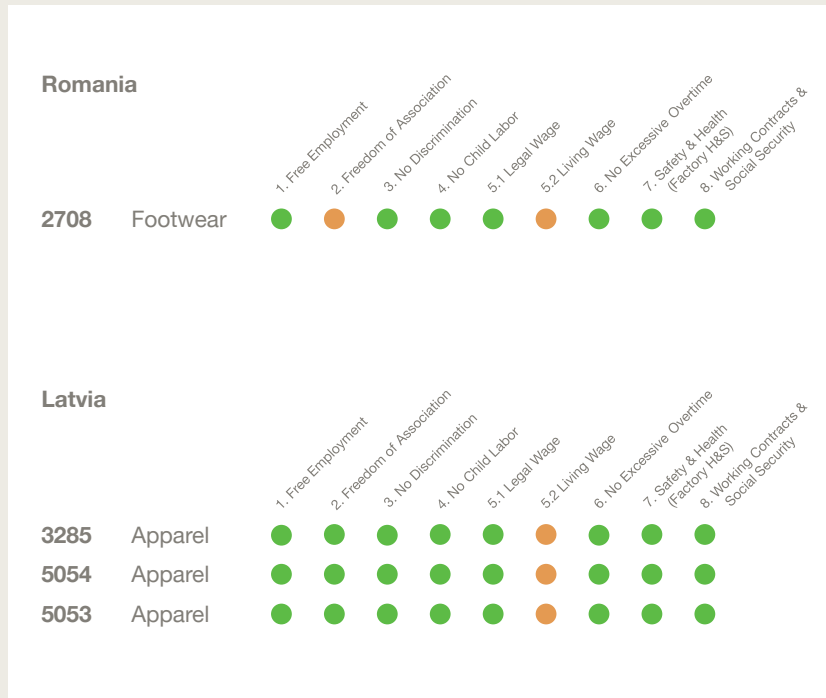
Most factories received fewer orders in 2023 than in previous years, resulting in a decrease in overtime. One sleeping bag supplier closed and relocated production to Vietnam.

In 2023, China shifted from second to third largest production country for Mammut textile goods with 12.4% of textile purchases.

We identified the following points for China in 2023:

- 2. Freedom of Association – Unions are not independent.
- 5. Legal Wage – Many factories pay piece rates, meaning wages are based on the number of tasks produced, not the number of hours worked. This leads to frequent noncompliance as wages are not correctly paid.
- 5. Legal Wage – Migrant workers are not always able to transfer their social security payments back to their home regions. Solutions are being implemented; however, many workers choose to not to partake.
- 6. Excessive Hours – Overtime is a prevalent and recurrent problem in many Chinese apparel factories; however, we encountered less overtime in China due to fewer orders in 2023.

Country-by-country reporting for sewn goods



ROMANIA

Mammut sources footwear from two suppliers in Romania, which is considered a low-risk country by Fair Wear Foundation. One of these suppliers was onboarded in 2022, increasing our business in the country.

In 2023, 2.9% of our textile production took place in Romania.

There are no additional comments for 2023.

LATVIA

Mammut has one Spectre supplier in Latvia, which is considered a low-risk country by Fair Wear Foundation. Five factories are owned by Spectre and two additional factories are subcontractors to them. The factories are audited against the SA8000 certification standard that encourages organizations to develop, maintain, and apply socially acceptable practices in the workplace.

In 2023, 2% of our textile production took place in Latvia.

There are no additional comments for 2023.

Country-by-country reporting for sewn goods



TÜRKIYE (formally known as Turkey)

Mammut sources apparel from two suppliers in Türkiye. Due to its proximity to Syria, millions of Syrian refugees live in the country and there are concerns about their employment, particularly with subcontractors. Additionally, there is often hostility between unions and factory management.

In 2023, 1.2% of our textile production took place in Türkiye.

We identified the following points for Türkiye in 2023:

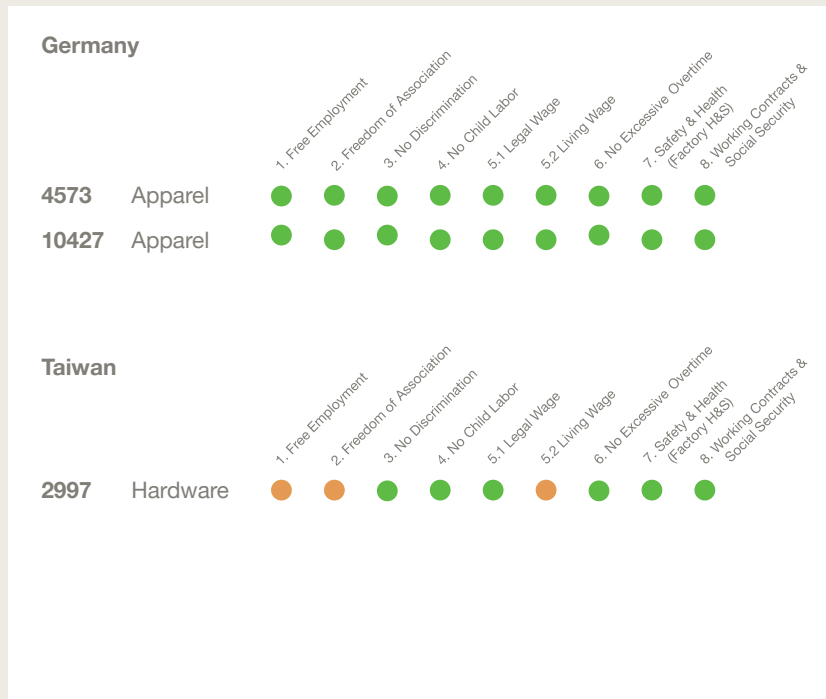
- 7. Factory health & safety – A harassment complaint was raised by a quality management team member against a manager in a factory in Türkiye. The individual was subsequently let go.

LITHUANIA

Mammut has one long-term apparel supplier in Lithuania, which is considered a low-risk country by Fair Wear Foundation. In 2023, 1.2 % of our textile production took place in Lithuania.

There are no additional comments for 2023.

Country-by-country reporting for sewn goods



GERMANY

Mammut has one knitwear supplier in Germany, which is considered a low-risk country by Fair Wear Foundation. In 2023, 0.7% of our textile production took place in Germany.

There are no additional comments for 2023.

TAIWAN

Mammut has one sewn goods and five hard goods suppliers in Taiwan. In 2023, 0.1% of our textile production took place in Taiwan.











- We identified the following points for Taiwan in 2023:
- 2. Free employment – Taiwanese companies often employ foreign migrant workers from Thailand, Vietnam, and Indonesia who must pay high fees to employment agencies.
 - 7. Factory health & safety – It is a known issue in Taiwan that migrant workers are often housed in accommodations with poor fire and building safety.




04 Appendix

Materiality assessment

→ Learn more about the strategy for the materiality assessment in **Impact & approach**

Topic	Priority for Mammut	Importance for Stakeholders	Actions & Policies	Contributing to the Sustainable Development Goals
Animal welfare	5	7	Four Paws Five Freedoms, Fur Free Retailer, RDS, RWS, terracare® leather, Leather Working Group	 
Biodiversity	5	5	Organic cotton, EOCA member, RDS, RWS	 
Chemical management	7	5	Chemical management & testing, bluesign® SYSTEM PARTNER, PFC phase-out strategy	
Circularity	9	7	Close the Loop, product care instructions, repair studios, leftover material use, rental offer	
Climate	9	8	Net-zero strategy, annual company carbon footprint, SBTi, UNFCCC, CDP	
Community engagement	7	5	ClimbAID, POW, American Mountain Guides Association (AMGA) BIPOC Scholarship Fund and Women's Scholarship, American Institute of Avalanche Research and Education (AIARE), Paradox Sports: Paradox Mile, SheJumps: Snowpack Scholarship, Support for Ukraine	 
Energy use	7	4	Renewable electricity in Swiss and German facilities, installing solar panels in Germany, electric car charging stations at Swiss and German offices, EOG Carbon Reduction Project, climate targets for supplier evaluation	

Topic	Priority for Mammut	Importance for Stakeholders	Actions & Policies	Contributing to the Sustainable Development Goals
Employee development	6	4	Talent Development Program	
Gender equality, diversity & inclusion	5	8	Gender equality, Talent Development Program, American Mountain Guides Association (AMGA) BIPOC Scholarship Fund and Women's Scholarship, American Institute of Avalanche Research and Education (AIARE), Paradox Sports: Paradox Mile, SheJumps: Snowpack Scholarship	 
Human rights in supply chain	8	6	Fair Wear Foundation, Higg FSLM, International Accord for Health and Safety in the Textile and Garment Industry, Employment Injury Scheme Pilot (EIS Pilot), Improving Worker Well-being booklet, supplier strategy	 
Industry collaboration	8	4	EOCA, EOG, FWF, SAC, STS 2030, TMC, UNFCCC, International Accord, Employment Injury Scheme Pilot (EIS Pilot), university collaborations	
Logistics & packaging	6	8	Packaging simplification, hangtag size reduction, EOG Single Use Plastic Project, reducing air freight	
Product quality & longevity	9	8	Quality management, product care instructions, repair studios, rental offer	
Responsible materials	8	6	WE CARE targets, recycled polyester, recycled polyamide, organic cotton, solution dyeing, RDS, RWS, terracare® leather, Leather Working Group	
Transparency	8	6	Responsibility Report, Target Report, Brand Performance Check, Responsible Business Conduct Policy, CDP, Fashion Transparency Index, Wordly Higg Index	
Waste	4	4	Close the Loop, repair studios, The Microfibre Consortium, leftover material use	
Water use	4	4	bluesign®, organic cotton, solution dyeing	

Supplementary information

About this report > Disclaimer

This Responsibility Report was published voluntarily, to the best of our knowledge and in the most transparent way possible. All numbers and calculations within this report are based on the best-available methodology and data, at the date of publication. This Responsibility Report also contains future-oriented statements which are based on our views and expectations regarding future developments impacting Mammut Sports Group and therefore involve several risks and uncertainties. They are based upon current expectations and assumptions regarding anticipated de-

velopments and other factors affecting the Mammut Sports Group which could differ materially from those expressed or implied in the forward-looking statements. We caution that these statements are not historical facts, nor are they guarantees of future performance or outcomes. Mammut Sports Group undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

WE CARE > Who we are > WE CARE

The WE CARE key performance indicators in this report cover our **summer 2023 collection**.

WE CARE > Who we are > Membership associations & partnerships

Fashion Transparency Index by Fashion Revolution:

Mammut scored 35% in the Fashion Transparency Index 2023

Stand.earth Fossil-Free Fashion Scorecard 2023:

Mammut's climate strategy is ranked among the highest out of all brands evaluated with a score of C

Good On You:

Ranking updated February 2022 "It's a start". The next expected update is after the release of this report.

WE CARE > Who we are
> Community engagement

Contributions

ClimbAID:	CHF 30,000	and in-kind donations (annual contribution)
Protect Our Winters CH:	CHF 25,000	(annual contribution)
American Institute of Avalanche Research and Education (AIARE):	US\$ 10,000	
American Mountain Guides Association (AMGA), BIPOC Scholarship Fund:	US\$ 26,560	
American Mountain Guides Association (AMGA) Women's Day Scholarship:	US\$ 2,500	
Paradox Sports:	In-kind donations valued at US\$ 5,280	
SheJumps:	In-kind donations valued at US\$ 8,400	
Support for Ukraine:	In-kind donations of 800 shoes	

WE CARE > Who we are
> Higg Brand and Retail Module
(Higg BRM)

Verified BRM 2020 Score

Management System:	Brand:	Stores:	Operations & Logistics:
Environment: 89.5 %	Environment: 75.0 %	Environment: 33.3 %	Environment: 57.1 %
Social: 95.8 %	Social: 86.5 %	Social: 76.9 %	Social: 59.2 %

WE CARE > Circularity & services
> Repair

Total international product repairs and maintenance works: 13,466

Switzerland:	4,753	(in-house repair studio and with third-party repair studio Atelier Kartal)
Germany, France & United Kingdom:	6,913	(in-house repair studio in Germany)
Japan:	1,060	(third party repair studio)
China:	113	(third party repair studio)
United Kingdom:	19	local repairs with Lancashire Sports Repairs LSR
North America & Canada:	559	(third party repair studio)
Norway:	49	(third party repair studio)

WE CARE > Reduced Impact
> Climate strategy

Mammut reports its climate improvements annually through the **Carbon Disclosure Program (CDP)**

Result in 2023:	B
Target for 2024:	B

WE CARE > Ethical production
> Fair Wear Foundation

Fair Wear Foundation Brand Performance Check 2023 (covering year 2023)

Benchmarking score: 64
Performance Benchmarking Category: GOOD

Glossary

amfori BSCI	amfori Business Social Compliance Initiative	DWR	Durable water repellent
BPC	Brand Performance Check	EIS Pilot	Employment Injury Scheme Pilot
BRM	Higg Brand and Retail Module	EOCA	European Outdoor Conservation Association
BSSL	bluesign® SYSTEM SUBSTANCES LIST	EOG	European Outdoor Group
BSBL	bluesign® SYSTEM BLACK LIMITS	EOG AAHG	European Outdoor Group Audit Alliance for Hard Goods
CAP	Corrective Action Plan	ERP	Enterprise resource planning
CDP	Carbon Disclosure Program	FEM	Higg Facility Environmental Module
CDR	Carbon dioxide removal	FSLM	Higg Facility Social and Labour Module
CEO	Chief Executive Officer	FWF	Fair Wear Foundation
CoLP	Code of Labour Practices by Fair Wear Foundation	GHG Protocol	Greenhouse Gas Protocol
CO₂-eq	CO ₂ equivalent is a unit based on the global warming potential of different greenhouse gases	GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
CPO	Chief Product Officer	GWP	Global warming potential
CRP	Carbon Reduction Project	ILO	International Labour Organisation
CSCO	Chief Supply Chain Officer	IPCC	Intergovernmental Panel on Climate Change
CSSP	Country-Specific Safety Program	ISPO	Internationale Fachmesse für Sportartikel und Sportmode
DAC	Direct air capture		

Glossary

JBP	Joint business plan
KPI	Key performance indicators
LWG	Leather Working Group
MRSL	Manufacturing Restricted Substance List
MSI	Higg Materials Sustainability Index
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational health and safety
OSCA	Online Supply Chain Accelerator
PET	Polyethylene terephthalate
PFC	Perfluorinated compounds
PFC-free	Items made without perfluorinated compounds
PM	Higg Product Module
POW	Protect Our Winters
PPE	Personal protective equipment
RDS	Responsible Down Standard

rPET	Recycled polyester
RSC	Ready-Made Garment Sustainability Council
RSL	Restricted Substances List
RWS	Responsible Wool Standard
SAC	Sustainable Apparel Coalition, now known as Cascale
SAC	Schweizer Alpen-Club
SAI SA8000	Social Accountability International SA8000 Standard
SBTi	Science Based Target initiative
SLCP	Social & Labor Convergence Program
SMETA	Sedex Members Ethical Trade Audit
STS 2030	Sustainable Textiles Switzerland 2030
tkm	Ton-kilometer is a unit of measurement that represents the transport of one metric ton of goods over the distance of one kilometer
TMC	The Microfibre Consortium
UNFCCC	The United Nations Framework Convention on Climate Change

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